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State

Hi, my name is Jan and I will be your
terminal today. My fellow computers and
I will soon constitute a new zone in
the Everglades area.

[illegible] take over.

[illegible] and read all about us.

S1.118:

THE COVER.—Take a bow, Lewis Bartlett! This cover is adapted from a cartoon you contributed to the August/September issue.

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State

January 1986
No. 285

Letters to the Editor

Status of Berlin

BERLIN

DEAR SIR:

I read with interest the short biography of our new ambassador to the German Democratic Republic, Francis J. Meehan, in the August-September issue. As a current member of the U.S. mission/Berlin political section, I feel duty-bound to point out one small but egregious error. You indicate that Ambassador Meehan worked previously "at the U.S. mission, Berlin, in East Germany."

To some, I know, it seems like hair-splitting, but both to those of us concerned directly with maintaining the current status of this city as well as to the population of the western sectors of Berlin, whose way-of-life depends on the maintenance of that status, your error is a major one.

Berlin belongs neither to the Federal Republic of Germany (West Germany) nor to the German Democratic Republic (East Germany). It remains occupied territory under four-power status as a result of the Allied victory over Nazi Germany in World War II. While the Soviets claim to have handed over their sector of the city to the East Germans, we refuse to recognize any such unilateral move and continue to exercise our rights of access throughout the city. The Soviets and East Germans themselves recognize American, British and French authority over the western sectors of Berlin and make no claim to that area. East German-produced maps of East Germany, in fact, show a blanked-out space in the center of the area they claim as their country.

We at the U.S. mission/Berlin represent the State Department's element within the U.S. forces community in the city. For the length of our tenure here, we have the same formal status as the U.S. military personnel assigned to Berlin. The mission's brief covers all of Greater Berlin. There is also, of

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Editor Sanford (Whitey) Watzman
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There are 11 monthly issues (none in August). Deadline for submitting material for publication usually is the 10th of each month. Contributions (consisting of general information, articles, poems, photographs, art work) are welcome. *Double-space* on typewriter, spelling out job titles, names of offices and programs—*acronyms are not acceptable.*

Black-and-white, glossy-print photos reproduce best. Each photo needs a caption, double-spaced, identifying all persons left to right. Send contributions to STATE magazine, DGP/PA, Room B-266. The office telephone numbers are (202) 632-2019,–1648 and –1742.

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It's the "Spirit of '86" as personal computers gain foothold at State

3 mid-level officers tell how the machine is 'revolutionizing' their work

By Corazon Sandoval Foley, William R. McPherson and Kenneth E. Roberts

THE THREE OF US are true believers in a revolution that is certainly coming to the State Department. It's the personal computer revolution. We feel we're in the vanguard of it, and we'd like to share our exciting adventure with the rest of you in the Department. We've started to use personal computers in our daily work, and we're discovering even better and more sophisticated uses of this magnificent tool.

First of all, we'd like to tell you what a *personal* computer is. It's similar in size and appearance to the Wang machines that you now see in so many offices at State. But the personal computer has a lot more capabilities than a simple word processor. We're going to tell you about these capabilities, as they apply directly to our work in the Department, in the articles that follow. But in the meantime, keep in mind that "personal" means that the man or woman operating the computer has full control of it. It will do exactly what you program it to do, providing you know its capabilities. And it will surprise you by doing even more for you than you had suspected it could do.

We've put together a steering committee for personal computer users in the Department. It includes people in the Information Systems Office, the Bureau of Economic and Business Affairs, the Bureau of Intelligence and Research and the Bureau of Oceans and International Environmental and Scientific Affairs. We hope to meet once a month, to share ideas on the new computerized way of doing business at State. We believe computers should serve us users—not vice versa. Our first meeting is set for January 28 from noon to 1 p.m. in Room 1912.

We hope to test various computer programs and components, and perhaps give advice to State's information management specialists. We want to help abolish your fear of using computers. As our skills increase, special interest units could be formed under the users' group umbrella. For example, economic officers could exchange specialized data and ideas.

Now to our three separate personal stories. □

Kenneth E. Roberts. *(Photos by Robert E. Kaiser)*

'There are 10 of us in the experiment ... most of us had never touched a personal computer before'

By Ken Roberts

IT WAS WITH A MIXTURE of fear and excitement that I approached, just a year ago, the job of managing our new computer research project in the Bureau of Intelligence and Research. At the age of 37, I had always been able to avoid ever having to deal with computers. But I realized that the personal computers of today bear no resemblance to the huge monsters that I used to see eating punch cards during my graduate school days. I concluded that all of us will have to work with and understand personal computers in the future, so I decided to try to get a head start.

Our project is part of the Department's program of external research, directed by the Office of Long-Range Assessments and Research in the Bureau of Intelligence and Research. The concept for the experimental system evolved out of the desire of our office director, Ray Platig, to expose the bureau to some of the new analytical tools available for foreign policy research. Our goal was to conduct a two-year experiment to determine the usefulness and applicability of personal computers to intelligence analysis.

We chose the hardware (the machines) as well as the software (the

commercial "off-the-shelf" programs that make the equipment perform the kind of functions you need), and also the participants in the experiment, all of whom are taking part in the project by their own choice. Before the experiment could begin, I had to make arrangements for training, technical assistance, maintenance, supplies, furniture for the equipment, telephone lines, access to commercial data bases and much more. For a foreign affairs specialist like me, this was all unknown territory. In retrospect, if we had known what was involved in such a pioneering effort, we probably never would have tried it. But perseverance led to success and, with the guidance of our contractors, we were ready to go by last January.

'Computers at our desks'

There are 10 of us, concerned with either Latin America or East Asia, from four different analytical offices, who are taking part in the experiment. All of us have computers at our desks—a model known as the IBM-AT, which can store more than 10,000 pages of information internally. Each of us also has a color monitor, or screen, to display information from the computer, and a small printer. Three of us have additional equipment that can produce high-quality charts and graphs.

All of us can call up on on our viewing screens a whole menu of software. One such program works like a desk organizer; it provides a "calendar," a "notepad," an automatic telephone dialer, a calculator, etc. A second program is a word-processing package that emulates the Wang. A third helps us to manipulate numbers in a variety of ways. A fourth can store, sort and retrieve textual information according to different criteria. We also have a graphics package which can display numerical information as a bar or pie chart, a line graph and in many other ways.

At each desk we have direct access, via our telephones (the computer even makes the call), to data bases which contain the full texts of over 100 newspapers and periodicals. They're searchable by key words, source, author, date, etc. One data base contains just about every conceivable piece of information on trade, inflation, interest rates, monetary rates, economic trends and other such topics. We can print out whatever we find—right at our desks. Or we can store it in the computer's memory for future use. We also have access to custom-designed economic monitors for certain Latin American and Asian countries. These monitors provide instant access to economic statistics.

Greenhorns

Most of us had never touched a personal computer before, but we were eager to learn. There are now, a year later, different levels of skill among us. Some of us have put together data bases on the countries we watch, including information on election results, political parties, technological developments, trade statistics, investment policies, important statements by government leaders, official visits, executive and legislative personages, phone numbers and addresses of colleagues, U.S. academic experts, and so forth. Such data bases provide continuity when an analyst is on leave or departs for another assignment.

We all use the data bases in research for analytical papers or briefings, or to provide a quick answer to some obscure question we've been asked. In the past, it may have taken hours searching through paper files; now it takes only minutes. The ability to produce charts and graphs has proved to be very effective in briefing busy policy-makers, and in making written products clearer and more succinct. The computers have also proven useful in tracking deliverables and payments in contract research work.

We feel that the project already has been a success, even though our first year has only just been completed. We've been able to eliminate many of the little notes and pieces of paper that used to clutter our desks. We keep better track of our own activities, information and commitments. Several analysts have commented that they don't know how they ever did their jobs before. All this despite a significant handicap—the experiment must be conducted entirely on an unclassified basis. The reason: security regulations dictate that per-

The 'pioneers'

The 10 participants in the computer experiment in the Bureau of Intelligence and Research are, in addition to Kenneth Roberts and Corazon Sandoval Foley:

Office of Long-Range Assessments and Research—E. Raymond Platig and Edward Griffin.

Office of Analysis for East Asia and the Pacific—William Brooks.

Office of Analysis for Inter-American Affairs—James Buchanan, David Smith, William Crane, Charles Evans and Gary Chafin. □

sonal computers with access to outside data bases over phone lines cannot also store classified information, for fear of leakage. Specially-designed "tempested" personal computers and printers are available for classified work, but they're expensive and bulky. It has been eye-opening to many of us, however, to learn how much useful unclassified data there is out there. Being able to combine and compare it with classified reporting undoubtedly has strengthened the bureau's information base and analytical products.

Get ready

The project also has sparked the interest and curiosity of others in the bureau and throughout the Department. At the end of our two-year experiment we'll publicize a long list of lessons learned. I think it's clear now, though, that within 5 to 10 years, intelligence analysts throughout the Government—and desk officers throughout the Department—will be operating in an entirely new environment, with new tools, techniques and resources. Eventually, there'll be a computer terminal at the desk of every officer and manager. These terminals will receive and transmit memos, cables and drafts, provide direct access to Government and commercial data bases, and much more. The reduction in paperwork should be dramatic.

But the problem for us in the future is not simply how to manage more information but also how to improve analysis. When successfully implemented, computing and information technology is an extension of the human intellect. It allows us to recall more information, to reduce great complexity to simple but enlightening clarity, and to discover new relationships—all at stunning speed.

Automating international economic and political analysis isn't new. Several large academic projects in the 1960s sought to tabulate and analyze problems related to war and rebellion. What is new, however, is the capability to provide relatively inexpensive automated systems tailored to the individual analyst's needs and habits, so that he or she will use the resource *routinely*. Automation can never substitute for the individual or replace his or her experience, judgment or knowledge. A good system should be flexible enough, however, to provide tools to encourage each analyst's own personalized approach to piecing together clues, discovering trends and anticipating near- and longer-term developments with data that the computer can store, retrieve and manipulate.

Problems ahead

Managers faced with making decisions on all these new capabilities must deal with a number of problems:

The speed of developing technology: What's state-of-the-art today may be obsolete by the time it's acquired and put into use.

Choosing the right systems and making sure they're compatible: A costly mistake in this respect is almost impossible to reverse.

Security: It's still not feasible to integrate classified and unclassified systems.

User resistance and skepticism: Although this is diminishing, it's often hard to change old habits.

Money: None of this computering is cheap, and tradeoffs almost certainly will have to be made.

This past August, I attended a U.S. Office of Personnel Management executive development seminar at Oak Ridge, Tenn. It was clear there that federal managers throughout the Government are now all grappling with these same issues. □

'By using the computer, I was able to sort (the Japanese data) according to the English alphabet'

By William R. McPherson

THE PERSONAL computer at my desk on the fourth floor at Main State belongs to me. I own it. I paid a total of $4,500 for it, and I installed it in my office so that it could help me with my work in the Office of Cooperative Science and Technology, which is part of the Bureau of Oceans and Inter-

William R. McPherson with his computer.

national Environmental and Scientific Affairs. I'd like to tell you how all of this came about:

When I was assigned to Tokyo as an officer in the science section in 1982, I did what every American does in Japan: I shopped for consumer electronics. The Japanese electronic industry was just then introducing personal computers, and I became curious about their possible uses. However, they were then in the development phase, and the machines on the market in Japan weren't very impressive. So I didn't buy one there. Then, when I returned to the United States early in 1983, I bought a model known as a Kaypro. I bought it as a consumer, viewing it as a home computer rather than a professional tool.

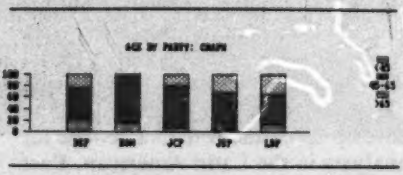
The first software I worked with was word processing. I had used the Wang word processing system in Tokyo, and I was able to transfer my experience even though the software bundled with the Kaypro was different in appearance. Once I got beyond the fundamentals, I learned the unique features of a personal computer.

One major way they differ from the Wang word processing system is that the personal computer software is capable of more than word processing. Although I didn't know it at the time, the specific capability for which I was looking was data management. I knew vaguely that the personal computer was capable of storing, sorting and retrieving information on the basis of word order or numerical priority. I was to learn more by actually trying the software on data I was using in my work: political biographies. At this time I was an analyst in the Bureau of Intelligence and Research. The data I was working with consisted of the names and some biographical items from lists of the members of the Japanese Diet (parliament).

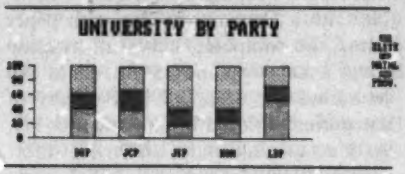
A better 'filing cabinet'

I had developed a filing system for members of the Diet shortly after the Lower House election of December 1983. The Lower House consists of

511 members. I listed the names of the members and filled in information about their districts and background, using information from press reports on the results of the election. With the aid of a colleague, Bill Brooks, I translated the information from the Japanese press (I have Japanese language capability) and entered it into the Kaypro's filing program. With the computer, you can sort and count data. For example, the Diet data was translated from the Japanese press in the order in which it appeared, i.e. by electoral district. But by using the computer, I was able to sort it according to the English alphabet, which makes it possible for non-Japanese to find individual members by name. With the computer, I also could sort the Diet membership by educational, occupational and age data, permitting further analysis. I wrote a report about the social background of the Diet members on the basis of my computer analysis. The following graphs illustrate the data I used in this analysis. (DSP stands for Democratic Socialist Party, KOM for Clean Government Party, JCP for Japan Communist Party, JSP for Japan Socialist Party and LDP for Liberal Democratic Party.)



The graph reveals the relative youth of the members of the Clean Government party, which is newer than the other parties. It also shows the large proportion of older members in the two largest parties, the Japan Socialists and the Liberal Democrats. The two other parties, the Democratic Socialists and the Japan Communists, have a more normal distribution of age.



Graphing the educational background of the Diet members shows that the ruling party, the Liberal Democrats, has the largest proportion of members from elite universities, as might be expected. But the Japanese Communist Party has a much larger proportion than might be expected. Of course, communist parties in noncommunist countries usually have a large number of intellectuals, and the party in Japan is normal in that respect.

A better data manager

My interest in the Diet data was stimulated by a workshop in December 1983 sponsored by the Center for Study of Foreign Affairs, at the Foreign Service Institute. The workshop brought together personal computer users in the Department and introduced me to Ken Roberts, who was initiating the project to place 10 personal computers in the Bureau of Intelligence and Research. In this workshop I began to realize the potential of the personal computer for managing data.

The technology was changing, and I began a search for adaptable software by buying computer magazines at a local newsstand. They were filled with articles on a new type of "integrated" software. This intrigued me because it

seemed to offer the kind of functions for which I was looking but had not found with the Kaypro. I chose the software called Framework. It's easy to use, and includes capabilities for word processing, data and file management, numerical tables and graphics.

Working with Framework, I realized that it had capabilities to store information in a unique way. The outlining feature seems to fit my mode of thinking. The integration of file management with word processing, number processing and graphics gives me tools to analyze data in new ways. I found that record-keeping is much more flexible with a Framework than with paper files. The computer makes information more accessible and useful. Data can be sorted and searched in a variety of categories, tailored to individual needs. As I accumulate more and more information, I find new ways of looking at it.

A better phone hookup

A personal computer offers other new opportunities. Its interconnection with a telephone enables me to read a memo, letter or report from a colleague within seconds of its transmission over the telephone line. Recently, for example, a consultant to our bureau sent a report on science and technology cooperation with Japan via phone line to my computer. I was able to read and distribute copies the same day.

I use the computer to gain access to outside information services, and I have built up a collection of information on Japanese science and technology from these services. If I have a question or need details for a memo or cable, I can have the computer search this material for key words such as "space station." In my present assignment, I use data from the cooperative science and technology agreements to analyze the operation of our exchange programs with Japan, Korea, Australia and New Zealand. These data are based on the number of U.S. scientists visiting each country, and the number of foreign scientists visiting the United States. I have tracked and graphed these data for the past year by using the

data management, spreadsheet and graphing functions of Framework:

The data demonstrate that the program with Japan is the most active of the programs of the four countries with which I work. This might be expected from the large number of major agreements (13) and numerous working arrangements between U.S. agencies and universities and their Japanese counterparts. There is a surprisingly high level of activity in the cooperative programs with Korea, however, indicating that that country is likely to become more important in future exchanges.

Showing it off

Last August, I contacted the Center for the Study of Foreign Affairs to ask its people if they would be interested in a demonstration of the Diet data. I used Framework to integrate the database, spreadsheet and graphics with explanatory text in a combined file on the Diet.

I demonstrated the capabilities of Framework at the center in September. Leo Moser, director, and John MacDonald, deputy director, asked me to consider a short-term assignment to the center to develop further applications. I accepted and began a three-month assignment as research associate in December. The assignment gave me an opportunity to develop other uses for Framework and other uses of the personal computer in the State Department. I organized workshops on population-modeling and computer-aided instruction while I was there. I also developed some uses for list management, including inventories of personal computers in the Department and contact lists for management of telephone calls. In addition, I worked with the project directed by Ken Roberts to develop applications of Framework for analysts in the Latin American, East Asian and economics offices at the Bureau of Intelligence and Research.

A better money manager

I began my assignment in the Office of Science and Technology Cooperation Programs last March. The office maintains responsibility for all governmental bilateral science and technology agreements. In a number of these, particularly with Yugoslavia, Spain, India, Israel and Poland, the office is responsible for management of the research program, involving expenditures of substantial monies. Coordinating this responsibility with participating technical agencies here and abroad has required imaginative management techniques. With my advice, the office has begun to rely more and more on computer capability to assimilate the enormous volume of data required to discharge its managerial responsibilities.

Computers have been installed in the office and selected embassy science sections. With telephone linkages, we now are able to transmit technical and financial data between Washington and our embassies, allowing us to make critical decisions in the management of the programs in concert with participating technical agencies. The total value of the programs with Spain, Israel, Yugoslavia, India and Poland over the years have amounted so far to $275 million, supporting literally thousands of individual research projects.

All this dwarfs my original investment of $4500, doesn't it? □

The computer also "draws" pie charts.

'Now, A.C. (After Computers), I just push a button [and] respond to 4 or 5 different queries'

By Corazon Sandoval Foley

I'M THE ONLY economic analyst in Ken Roberts' pilot project at the Bureau of Intelligence and Research. I'm responsible for coverage of economic events in the key noncommunist Asian countries—South Korea, the six member states of the Association of Southeast Asian Nations, Burma, the Pacific island states, Australia and New Zealand. Needless to say, it's a continuing challenge just to keep the economic figures straight in my head. But with my personal computer friend, I've begun developing local data bases that aid my daily analytical work, and it's become much easier to provide updated economic fact sheets and graphs for the numerous briefing papers we prepare.

Corazon Sandoval Foley with her screwdriver.

For me, learning to use a personal computer has generated a sense of pride and adventure that's difficult to quantify. In part, it comes from actually doing what many others are only talking about, and what still others have only read about (or have studiously chosen to ignore). It's also much more delightful than the experience I had in college of programming the old user-hostile monster computers. I'm still learning, but I'm now more comfortable riding the computerization curve. I'm not—and don't expect to be—a professional programmer, although I enjoy creating and fiddling with simple programs and new ways to use the computer.

The personal computer has enlivened and made more challenging my already interesting work. It's more efficient for me to write drafts on word processors. And the electronic spreadsheets are indisputably better for most kinds of number-crunching than the sharpest pencils. Ditto for maintaining data bases, conducting some kinds of communications and many other uses.

'It's like playing a game'

Learning to use the computer has usurped many of my weekends and has found me working overtime in the Department. But the rewards have been well worth it. I enjoy the challenge of the computer. It's like playing a game as I create new variations. I just keep plugging away until I get the results I need. Creativity with the computer is a process of trial and error; there are few hard and fast guidelines. You just need a working knowledge of your job requirements as well as of the computer fundamentals. Mustering the initiative to plunge on is crucial.

In my B.C. (Before Computer)

years, I often found myself wearily going through dozens of folders or World Bank reports to answer inquiries about four or five countries, while trying at the same time to finish statistical tables and analysis for a report on a different country. It was awfully cumbersome to produce and update statistical tables and other economic information on paper worksheets and 3×5 index cards, just with calculators and pencils. Now, A.C. (After Computers). I just push a button and provide economic facts from my shoebox of electronic data, as I respond to four or five different queries. And then, I breeze along with the spreadsheet that I'm developing for my current research project. Production time has been compressed significantly for my intelligence reports, for I can now produce tables and graphs in final form in a few hours, rather than days or even weeks. During the B.C. years, I used to have to wait for several retypings of tables, as well as manual drafts of charts and graphs.

In addition to improving my productivity with old tasks, the personal computer has made me bolder in trying out new and more difficult challenges. For example, I'm now developing spreadsheet forms tailored to my research requirements, to be used again and again with different country statistics. I'm moving along—slowly but steadily—with developing my own local data bank on industries and companies in Southeast Asia. Once completed, this computerized information resource will prove valuable to my plan of developing innovative analysis of sectoral developments in the region.

It 'purrs'

There've been other minor triumphs and unusual experiences along the way. In an amusing role reversal, I found myself giving tips on how to use spreadsheets to our computer consultants. To boost the capacity of my computer—an IBM-AT—I've actually dismantled it just with a simple handy-dandy screwdriver and personally installed parts such as a 128K memory expansion board, a math coprocessor,

and 2nd serial/parallel ports. A "high" came after I reassembled the machine and listened to it purr smoothly.

My personal computer has developed warm friendships for me and cooperation with other computer "freaks" like me in the Department. I helped set up directories for the computer in the Economic Policy Office of the Bureau of East Asian and Pacific Affairs. In return, I've benefitted by using some of its computerized statistics as part of my own local data banks. With Jack Sheerin of the Bureau of Economic and Business Affairs, I tested econometric computer models. With that bureau's Harold Foster, I'm setting up a local area network arrangement with the computerized economic information system there, patterned after the most common setup in Silicon Valley. I call it Sneakernet. I load data onto my floppy disks and dash—on my speedy sneakers—to my own computer on the eighth floor, where I do input and further analysis. The Bureau of Personnel's Jackie Manley, who supervises me in the Department's Management Development Program, has been extremely helpful in funding computer training courses crucial to my career aspirations.

Security angle

My initial wins have helped convince my office director of the need to expand personal computer use. I coordinated the office order for two computers specially protected for classified work. Lynn McNulty's Information System Security Office has been invaluable in providing guidelines for the most effective security arrangement for them. Information Systems Office officers, particularly Jean Nodzon, have been extremely helpful in arranging in-house training of my colleagues to prepare them for the arrival of the specially protected computers. Special mention must be made of our division's efficient secretary—Cynthia Dial—for demonstrating exemplary initiative in learning computer usage.

As a personal postscript, let me note that my joy of computing has been shared wholeheartedly by my family. I am filled with pride watching my children—Joshua (11) and Melinda (9)—create with facility on our own inexpensive computer at home. Their progress has further convinced me that, just as the automobile revolution went beyond simply moving people faster from one place to another, the computer revolution will inevitably change not just work habits but basic lifestyles and the very structure of management in organizations such as the State Department.

Training issues

Also, as a postscript for the Department, I'd like to emphasize that training of employees is the key to effective use of this new technology. In addition to our users' group meetings, we three believe the Department will benefit from a more systematic approach to improving computer proficiency. One possibility could be a two-week computer usage course at the Foreign Service Institute which would cover key software products. The users' group could provide in-house experts to show practical uses in the Department.

Computer usage courses should be regarded by the Department as seriously as it does foreign languages. Such courses could be implemented on an experimental basis for one year,

Melinda and *Joshua Foley* with samples of their work.

then evaluated and refined.

Our concern is finding interesting and innovative ways to effectively use the technology. There's so much computer power increasingly available that the whole environment is changing. However, there are still lots of cases where a personal computer gets used just as a dumb terminal or a word processor—it's sitting there wasting its cycles. The user misses a whole range of other things that could be done. Specialists in the Information Systems Office and elsewhere are doing what they can, but the Department must change the way it does business if it wants to respond creatively to the computer challenge.

The private and public agencies that use personal computers effectively are ahead of the game. The longer you wait to enter the race, the harder it may be to catch up. However, if top management doesn't make learning the computer seem important, mid-level management in the Department may procrastinate.

Moreover, many employees are reluctant to learn. Computer novices find personal computers extremely intimidating. Effective training will demystify the whole computerization process. ■

Foreign Service Institute will get land from Army, near State

The plan is to make it 'look like a college campus'

THE FOREIGN Service Institute will acquire a new home and campus in Virginia at an 87-acre site now known as Arlington Hall. Just 4.4 miles from Main State, the place is currently an Army facility. Congress recently approved its transfer to the State Department the year after next, when the Army will move its employees to Fort Belvoir. Most existing buildings will be destroyed, and Foreign Service Institute facilities will be constructed. The new institute, on Rt. 50 between South Glebe Road and South George Mason Drive, is expected to be ready for occupancy in 1990.

"We want it to look like a college campus," said Stephen Low, director of the institute. "We need an institution with a separate identity, a place of pride where Foreign Service employees will begin their careers and where they'll return throughout their careers."

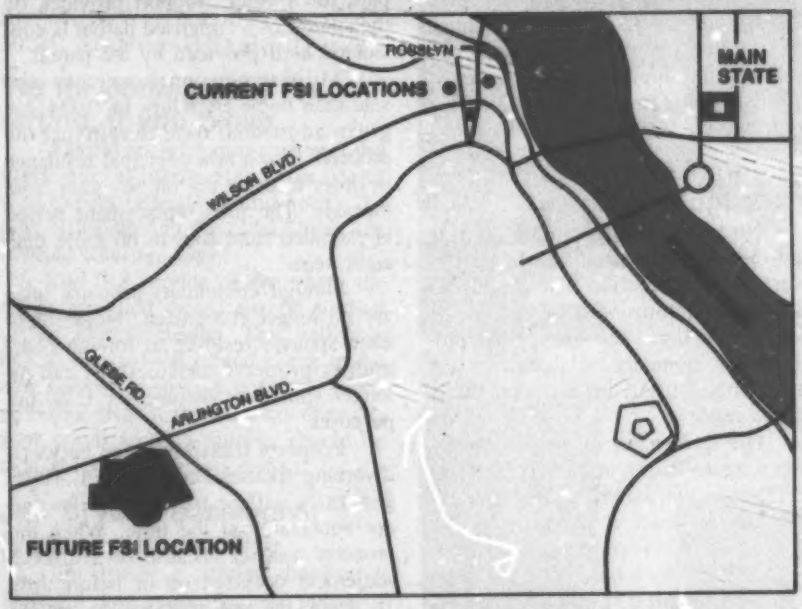
Since its inception in 1946, the institute has been housed in a series of temporary and rented structures in Washington and Virginia. Beginning in an apartment building on C Street, where Main State now stands, it was moved to temporary quarters on Constitution Avenue, then to the garage of an apartment building in Arlington. Since 1966, it's been scattered through portions of three rented office buildings in Rosslyn, Va.

More and more students

The search for a new site, with the support of Secretary Shultz, began two years ago when Congress authorized the Department to examine relocating the institute to a permanent campus setting because the existing arrangement was no longer sufficient for the institute's growing needs. Student enrollment, open to employees of all the foreign affairs agencies, has been growing at a steady 7% per year.

Citing problems with the rental system, Mr. Low said: "These buildings are fine for offices, but not for

Part of the site in near-by Virginia. *(Photo by Tom Bash)*



classrooms. For example, the ceilings and walls are hollow and, when instructors speak loudly, you can hear them in the next room. The elevators and restrooms can't serve large numbers of people who have the same schedules and recesses, and there's a noise problem with planes flying overhead."

Among the sites surveyed, Arlington Hall was the most appealing because of its location, topography, the existing network of roads, available parking and room for further expansion.

Leadership by Shultz

"Secretary Shultz became deeply committed to the construction of a new facility, and he endorsed the selection of Arlington Hall," Mr. Low said. "He took a personal interest in seeing that authorization was obtained and the transfer of land negotiated."

The Secretary tasked the Department counselor, Edward Derwinski, who is a former member of Congress, with the legislative phase of the project. On December 3, the President signed legislation transferring the land from the Army to State—at no cost. Authorization to build the new institute is in State's 1986-87 authorization act.

Fifteen acres of Arlington Hall will remain with the Army, leaving 72 for the institute. Part of the 72 will be shared with Arlington County for recreational purposes, such as a softball field. Although the cost of construction is estimated at $50 million, the U.S. Government is expected to save more than that over a 30-year period, compared with the cost of continued leasing.

A design competition to select an architect for the project will be held early this year, and the final design is expected to be completed late next year. About 10 acres that are dotted with trees will be preserved in that state, to add to the campus atmosphere. Ten-minute shuttle bus rides from Main State to the campus will transport students. Other facilities, like auditoriums, a library, parking areas, conference rooms and a day care center are also being planned.

Housing facilities

Mr. Low said: "We envision housing on adjacent land so that employees on consultation with the Department or on temporary duty at the institute will be able to house themselves and their families.

"We're establishing a private nonprofit association for diplomatic studies to develop a first-rate library, including papers of retired officers, so that the institute can become a major center for research in U.S. diplomatic relations." (That project is in the planning stages, along with a scholar-in-residence program and displays of statues, other sculptures and historic documents.)

"We want the institute to reflect a feeling for tradition and history," said

Mr. Low. "It will be a national training center for all the foreign affairs agencies." □

Changes for secretaries are decided on by State

State Department secretaries will have an opportunity to step up to new job titles as a result of decisions recently taken by the Department's Management Council. The council also ordered other changes affecting secretaries, acting on recommendations of a secretarial task force whose report was presented to the management group by George S. Vest, director general of the Foreign Service and director of personnel.

Secretaries at the FP-5 and 4/GS-9 level will be known as executive secretaries. Those at FP-7 and 6/GS-7 and 8 will be called senior secretaries. Beneath those levels, persons assigned to that work will retain the title of secretary. In addition, there will be two annual $5,000 awards to a "Secretary of the Year"—one to a member of the Foreign Service and one to a member of the Civil Service.

In the Office of Foreign Service Career Development and Assignments, secretaries gradually will replace the personnelists who presently counsel secretaries. After a tour as counselors, they will return to secretarial assignments and be replaced in the counseling office by other secretaries.

A small number of positions, perhaps less than a dozen, will be established for secretaries at the FP-3 level. These positions will be honorific in nature, comparable to the career minister position in the Senior Foreign Service ranks.

At the entry level, secretaries will be recruited only into the first four steps of the FP-8 grade. This change is intended to prevent situations that find a new secretary being paid more than others who have been on the job for some time, including many who even have had several promotions.

At recruitment, secretaries will be given an oral assessment. On the assessment panels will be secretaries on assignment for that purpose to the Board of Examiners for the Foreign Service.

Secretaries completing their first tours abroad will be permitted to bid on Department tours in Washington for their second assignments.

The career mobility programs which make it possible for secretaries to move into administrative and other specialities will be maintained.

The Bureau of Personnel will review the impact of automation on positions and job structure and, working with the Foreign Service Institute, will establish new forms of training as indicated by the review.

The Management Council is headed by the under secretary for management and includes, in addition to the director general, the assistant secretary for administration, the Department comptroller, the program inspector general and the directors of the Office of Management Operations and the Foreign Service Institute. □

Internal Revenue Service: 'No major surprises'

No major surprises face civilian and military individuals and families overseas in connection with their 1985 income tax returns, the Internal Revenue service says. The agency has provided this summary of significant tax law changes, filing tips and availability of assistance:

The foreign earned income exclusion remains frozen at $80,000 through 1987. It is not available, however, to military personnel or other employees of the U.S. Government. In that regard, individuals who work in military non-appropriated funds activities—clubs and commissaries, for example—are considered U.S. Government employees and as such are not eligible for the exclusion benefits. To claim the exclusion for any year beginning with 1984, an original return must be filed within one year of the due date. Therefore, for example, a 1984 return must be filed no later than April 15 this year.

The "base housing amount" by which reasonable foreign housing expenses subject to the housing cost exclusion must be reduced is $6,868. This exclusion also is not available to the military and civilian federal government employees.

Simplified rules make it easier for divorced or separated parents to determine which may claim the dependency exemption. The parent with custody of a child now is entitled to an exemption no matter which parent provides more than one-half the support. There are two exceptions: the parent with custody waives the exemption in writing, or an existing pre-1985 agreement gives the parent without custody the exemption, and that parent provides at least $600 of support per child. In addition, each parent may claim any medical expenses paid for a child. Support provided by the spouse of a remarried parent is considered as if provided by the parent.

Military personnel overseas who sold their home after July 14, 1984, are given additional time to reinvest the proceeds into a new principal residence in order to defer tax on any gain from the sale. The total replacement period is extended from four to no more than eight years.

Foreign community-property laws are no longer recognized. Nonresident alien spouses residing in foreign community property jurisdictions can no longer split their income for U.S. tax purposes.

Property transfers made between divorcing spouses since July 18, 1984, generally will be treated as gifts and are nontaxable at the time. When the property transfer because of a divorce settlement occurred on or before July 18, 1984, the new rule may be applied if both former spouses agree to it.

U.S. citizens, including military personnel, and U.S. resident aliens not in the United States on April 15, 1986, receive an automatic two-month extension until June 16 to file a return and pay any tax owed for 1985. To use the automatic extension, attach a statement to the return indicating absence from the United States on April 15. Nonresident aliens who received income sub-

ject to U.S. withholding tax must file their return by April 15. Interest will be charged on any tax owed from April 15.

The most commonly-used tax forms are to be made available at embassies and consulates. The following posts will offer tax assistance during the entire filing period and accept returns: Bonn, West Germany; Caracas, Venezuela, Jeddah, Saudi Arabia; Johannesburg, South Africa; London, England; Manila, Philippines; Mexico City, Mexico; Nassau, Bahamas; Ottawa, Canada; Paris, France; Rome, Italy; Sao Paulo, Brazil; Singapore, Singapore; Sydney, Australia; Tokyo, Japan.

Tax assistance is available by writing to the Foreign Operations District, Internal Revenue Service, 1325 K Street, N.W., Washington, D.C. 20225, Attention: FOD:81. □

Tip for getting your tax refund, if you move

Taxpayers who move after filing their federal income tax returns and who expect refunds should notify the post office serving the old address, the Internal Revenue says.

The IRS service center where the return was filed should also be notified of the address change. This will help IRS to forward the refund check to the new address as soon as possible. When advising IRS of the address change, your social security number should be included in the correspondence. □

Jim Bryant, basement parker, puts out fire

Jim Bryant, a parking attendant at State for nine years, recently put out a fire in an automobile in the basement.

"I noticed smoke coming out," he said. "I ran over and tried to get the hood up. By the time I did, there were flames." He fought them with one of the fire extinguishers that are posted throughout the basement.

Mr. Bryant extinguished a similar fire two years ago. The assistant secretary for administration, Donald Bouchard, presented him an award, observing that employees in the building should be thankful for Mr. Bryant's actions.

Vehicles with faulty fuel or exhaust systems should not be parked in the basement of Main State, says the building's Safety Office, and attendants are authorized to deny access to such vehicles. □

Electrical mishap fills 1st-floor hall with smoke

An overheated electrical charger for a motorized cart in the Office of Medical Services' storeroom filled Room 12A62A and a nearby hallway with smoke at 4:50 p.m., December 10. The plug was quickly pulled and a fan dispersed the smoke.

According to the Department's Safety Office, the smoke was caused by "a hot line"—a weakness or break in the cord. The office said that in a letter on September 3 it had requested bureau executive directors to check motorized carts and electrical cords "very carefully."

No smoke alarm sounded because the Department does not have smoke detectors in all areas, the office said. □

Dubai: consulate general

The embassy branch office in Dubai, United Arab Emirates, has become a consulate general. The principal officer is David Litt. ■

Jim Bryant *(Photo by Donna Gigliotti)*

Appointments

Assistant secretaryships for Abramowitz, Holmes

President Reagan on December 10 announced his intention to nominate Morton I. Abramowitz, director of the Bureau of Intelligence and Research, and H. Allen Holmes, director of the Bureau of Politico-Military Affairs, as assistant secretaries of state.

The new positions, created by recent legislation, would bring to 16 the number of assistant secretaries in the Department. Mr. Abramowitz and Mr. Holmes would be accorded the new title while retaining their current assignments. The nominations would require Senate confirmation. □

Barry: envoy, 'confidence and security' talks

President Reagan has appointed a former ambassador to Bulgaria, Robert L. Barry, as the U.S. representative to the Conference on Confidence and Security Building Measures and Disarmament in Europe. Mr. Barry will again have the rank of ambassador. He succeeds James E. Goodby.

Mr. Barry

Before his appointment Mr. Barry was John Sloan Dickey fellow at Dartmouth and distinguished visitor at the W. Averell Harriman Institute for the advanced study of the Soviet Union, at Columbia, 1984–85. He joined the Foreign Service in 1962 and was assigned to language training at the Foreign Service Institute. He then held assignments as vice consul, Zagreb, 1963–65; international relations officer, Office of Soviet Union Affairs, 1965–67; as a student in Russian language training at Munich and Garmisch, 1967–68; consular officer, then political officer, Moscow, 1968–70; and political officer, U.S. mission to the United Nations, 1970–71.

Mr. Barry became deputy principal officer, Leningrad, in 1971. Two years later he was on detail to USIA as the director of the USSR Division, Voice of America. From 1975 to 1977 he was deputy director, Office of Soviet Union Affairs, in the Department. In recent years he was director, Office of UN Political Affairs, 1977–78; deputy assistant secretary for international organization affairs, 1978–79; and deputy assistant secretary for European affairs, 1979–81. He was appointed ambassador to Bulgaria in 1981 and served until 1984. He is a career member of the Senior Foreign Service, class of career minister.

Mr. Barry was born in Pittsburgh on August 28, 1934. He received a bachelor's, summa cum laude, from Dartmouth, 1956; attended Oxford, 1956–57; and received a master's from Columbia, 1962. From 1957 to 1960 he was a lieutenant in the Navy. His foreign languages are Russian, Serbo-Croatian, Bulgarian and French. During his college years he was awarded a Navy Reserve Officers Training Corps scholarship at Dartmouth; a Reynolds fellowship at Oxford and a Ford Foundation fellowship at Columbia. He is a member of Phi Beta Kappa. He is the author of "Forty Years After Yalta," in the spring 1985 inaugural issue of

People at State

Edward L. Peck, former ambassador to Mauritania, has been named deputy director of **Vice President Bush's** task force on combatting terrorism . . . **Jack D. Jenkins** is the new executive director, Bureau of Administration . . . **Malvina Halberstam** has assumed duties as counselor on international law, Office of the Legal Adviser . . . **Roscoe E. Suddarth, Marion V. Creekmore Jr.** and **E. Michael Ussery** have become deputy assistant secretaries in the Bureau for Near Eastern and South Asian Affairs . . . The staff of **Robert L. Barry,** U.S. representative to the Conference on Confidence and Security Building Measures and Disarmament in Europe, includes **Jon Gunderson, Priscilla Galassi** and **Ned Nolan.** □

ATHENS, Greece—Ambassador *Robert V. Keeley,* right, presents his credentials to the president of the Hellenic Republic, *Christos Sartzetakis.*

At Foreign Service Grievance Board meeting, from left, seated: *Geraldine Sheehan, John J. McCarthy, Dorothy R. Dillon,* chairman *Arthur Stark,* executive secretary *Raymond Perkins, Lawrence T. Holden, Shyam Das, John H. Fanning.* Standing: *Paul A. Modic, Eliot Brodhoff, William J. Fallon, Jeremiah Collins, George Cohen, Philip F. Dorman, Richard B. Owen, Ronald G. Russell, Alfred O. Haynes, William P. Murphy, Jerome H. Ross, Stanley J. Siegel.*

Dartmouth World Outlook. He is a member of the American Foreign Service Association and the American Association for the Advancement of Slavic Studies.

Mr. Barry is married to Margaret Crim Barry. They have a son, John R., and a daughter, Elinor S. □

Shultz names 2 to Foreign Service Grievance Board

Secretary Shultz has appointed two new members to the Foreign Service Grievance Board for two-year terms. They are John J. McCarthy, who retired earlier this year as chief administrative law judge, Merit Systems Protection Board; and William P. Murphy, who is Paul B. Eaton professor, University of North Carolina Law School, teaching courses in constitutional law, labor law, labor arbitration and employment discrimination.

Mr. McCarthy has held positions as administrative law judge, assistant general counsel and trial attorney with the U.S. Civil Service Commission. Earlier, he had engaged in the private practice of law in Boston. He has also held committee positions with the National Council of Administrative Law Judges and the American Bar Association.

Mr. Murphy received law degrees from the University of Virginia and Yale. He has had a long career as a law professor, as a practicing attorney with the Department of Labor and the National Labor Relations Board, and as a member of the Missouri Commission on Human Rights. He has been an active labor arbitrator since 1956. He will serve as president, National Academy of Arbitrators, during the 1986–87 term. ■

No probate for U.S. bonds

If the owner of U.S. savings bonds dies, and there is a surviving co-owner or beneficiary named on the bonds, the bonds do not become part of the estate for probate purposes. Subject to estate or inheritance taxes, if any, they become the sole absolute property of the survivor. □

Honors and Awards

Edensword, McCall win consular awards

Consul general Jon G. Edensword, Port-au-Prince, Haiti, has been named winner of the $5,000 Consular Service Award for 1985, for "enhancing the efficiency and quality of consular services at the post." The runner-up, consular officer Louis A. McCall, Calcutta, India, will receive the Department's Superior Honor Award and $2,000.

Mr. Edensword

Mr. McCall

Thirteen others were nominated for the award: William H. Barkell, Kuala Lumpur; Stephen J. Blake, Kathmandu; Sandra N. Humphrey, U.S. mission, Berlin; Laurie A. Johnston, Amman; Laurence M. Kerr, Guatemala; Patricia Langford, Bankgok; Thomas F. Murphy, Ankara; Donald E. Parker, Monrovia; Mildred Patterson, Brussels; Kenneth F. Sackett, Rio de Janeiro; Ronald L. Schlicher, Damascus; John Tkacik, Hong Kong; and Robert E. Tynes, Hamburg. The selection committee cited all the nominees for outstanding job performances.

In naming Mr. Edensword, the selection panel cited his "successful oversight of a major security and automation construction project, careful supervision of the large numbers of junior officers on his staff and tireless efforts at combatting the all-pervasive fraud problem."

Mr. Edensword joined the Foreign Service in 1967. He has served in the Department, Martinique, Monrovia, Port-au-Prince, Amman and Nice. He was a Foreign Service inspector before he was assigned to Haiti in 1983.

Mr. McCall entered the Service in 1976. He held assignments in the Department, Brisbane and Freetown. He was posted to Calcutta in 1983. □

Boulanger wins $5,000 communicator award

John P. Boulanger, communications programs officer at the U.S. mission in Berlin, is the 1985 winner of the $5,000 Thomas Morrison Communicator Award for "extraordinary individual achievement in the communications field." Bernard W. Bies, communications operations officer in Karachi, was named the runner-up for "superb leadership and professional competence."

Mr. Boulanger

Mr. Bies

Fifteen other officers were nominated for the award: Jimmy Lee Bevis, Cotonou; John F. Clover, Hamburg; Joseph M. Devlin, Leonard A. Fenner Richard J. Getze and John J. O'Brien, Office of Communications; James A. Ford, Mogadishu; Joseph H. Johnson, Algiers; Jacque Kinkade, Bangkok; H. Paul Kline, Shenyang; Norman R. McKone, Jerusalem; John J. McMillen, San Jose; William D. Parker, Ankara; James Thompson, Quito; and Joseph T. Yanci, Bonn.

The selection committee, which included senior administrative and communications officers, recommended that the candidates for the Morrison award should also be nominated for Superior or Meritorious Honor Awards and/or cash awards.

Mr. Boulanger joined the Foreign Service in 1980. He served in Geneva and Washington before he was posted to Berlin.

Mr. Bies entered the Service in 1968. He has held assignments in Washington, Stockholm, Amman, Saigon, Budapest and Valletta.

The award is named for the first communicator in the Foreign Service. The criteria for its annual award were developed by communicators and agreed to by State and the American Foreign Service Association. □

Razi is decorated by Madagascar

G. Michael Razi, a reviewer in the Department's Classification/Declassification Center, has been made a knight of the Malagasy National Order, Madagascar's highest decoration, for his writings on Malagasy history and literature. His most recent book on 19th-century commercial and diplomatic relations, is a 175-page volume, published by USIA. It reproduces excerpts from American consular reports and from logbooks of New England sailing vessels trading with Madagascar. Mr. Razi was a public affairs officer in Antananarivo, the capital. □

Mr. Razi

Philip Blanchard is a 'certified professional'

Philip C. Blanchard, information program officer in the Office of Communications, has been awarded the designation of certified systems professional by the Association for Systems Management. The designation is part of a new certification program which establishes standards of knowledge and a code of professional conduct for those in the information management field.

Mr. Blanchard

Mr. Blanchard joined the Foreign

Service in 1966. He has served in Washington, La Paz, Paris, Manila, Kinshasa, Kuwait, Bonn and Cairo. He was assigned to Communications' Office of Human Resources last summer. He holds bachelor's and master's degrees from Pacific Western University. □

Retired State translator is honored in Vienna

The University of Vienna has established the Arnold Lissance Archive in its Institute for Translator and Interpreter Training, in honor of a retired State Department employee. Mr. Lissance, who was an interpreter and translator in the Language Services Division, 1949–73, recently donated his collection of 220,000 3×5 card files to the institute. The archive contains terms in the English and German languages which are not in current bilingual dictionaries.

Discussing his hobby, which began in 1933, Mr. Lissance told STATE: "You don't translate words, you communicate ideas. And you do that with words in the other language. Not one word, but equivalents. The equivalent is placed in the context of a sentence because sentences give meaning to the word. Every translator keeps a card file or box with his or her 'discoveries,' or terms which are not in the dictionary."

A native of Vienna, Mr. Lissance came to the United States in 1930 and joined the Department in 1949. He was an interpreter for Presidents Kennedy and Johnson. ■

SANTO DOMINGO, Dominican Republic—Consul general *Dudley Sipprelle* receives Humanitarian Service Award from a New York organization, in recognition of the post's record in processing immigrant visa applications.

VALLETTA, Malta—Ambassador *Gary Matthews* presents good conduct award and medal to Corporal *Steve Hunsinger*. A Marine detachment has been activated here.

Money quiz

Q—You can have only one name put on the U.S. savings bonds you purchase. True or False?

A—False. Bonds may be issued in the name of two persons as co-owners or in the name of one person with a second person as beneficiary.

Q—How safe are my U.S. savings bonds?

A—They're backed by the full faith and credit of the U.S. Government. If lost, stolen, mutilated or destroyed, they will be replaced free on request—and will bear the original issue dates. □

Solution to Diplo-Crostic No. 34

(See December issue)

[James] Kilpatrick [and Eugene McCarthy. *A] Political Bestiary*

"High level advisors are closely related to park pigeons. Both have a migratory instinct. They also have a homing instinct. They bow and coo a lot. They strut and waddle. They tilt their iridescent heads whenever a president speaks. They are by nature freeloaders."

A.	Khedive	O.	Toby Esterhase
B.	Involve	P.	Island
C.	Len Deighton	Q.	Coast
D.	Peseta	R.	Attendant
E.	Agatha Christie	S.	Lew Archer
F.	Toasted	T.	Byplay
G.	Ruth	U.	Eric ambler
H.	Invaded	V.	Shoots
I.	Chatted	W.	Toyota
J.	Kings	X.	Ivory
K.	Peter Wimsey	Y.	Arsene Lupin
L.	Otter	Z.	Rendell
M.	Lighthorse Harry	a.	Yahweh □
N.	Instead of		

How to save a life at your post

Some lessons worth learning

NATURAL DISASTERS like the recent earthquake in Mexico, as well as violent acts like the bombing of the embassies in Beirut and Kuwait, leave scores of people injured. If you were on the scene and unhurt, could you help wounded victims until medical care was available? Could you stop a serious bleed or help sooth someone overcome with anxiety? Would you know how to deal with a person whose eye or chest was impaled with a sharp object? Would you know which victim was in the most imminent need?

Department employees at posts and in Washington are learning emergency techniques to use in a crisis when medical help isn't immediately available. They're taking the safe-haven emergency medical care course coordinated by Joe Fox, a paramedic in the Office of Medical Services. He has extensive experience in emergency medical care.

The course, part of the Department's security enhancement program, is aimed at employees who are likely to be in an embassy during a crisis. These include communicators, Marine guards, security officers, medical staff and senior clerical officials.

Posts scheduled for training in 1986 include Georgetown, Paramaribo, Santiago, La Paz, Brasilia and others in the Caribbean area. In Washington, new communicators and security officers are receiving the training, and courses for other employees are being considered. In addition, a safe-haven briefing is scheduled to become part of the "Coping with Violence Abroad" seminar, and an abbreviated one-day course will be available soon.

"The course includes information you'd find in any first-aid course, but the slant is different," says Mr. Fox (who has given the course at some 92 posts since it was developed in 1982). "We deal with treating wounded people in a medical barricade situation—that is, a place where medical help isn't readily available. I mean, as opposed to a '911' situation, where help can be on the way within minutes.

Paul Wright, with "victim" Michael Nelson. (Photos at Warrenton, Va., by Donna Gigliotti)

"And we teach medical evacuation techniques that are relevant to a barricade situation. For instance, we have many multi-story buildings abroad, and we're concerned about people being caught above the first floor in an emergency. So we're teaching them how to use descent devices, and how to lower someone from a window safely in a litter."

Posts receive kits of supplies based on their number of designated safe-haven areas. Class members learn how to use the supplies, which include bandages, splints, neck braces, a litter, oxygen systems and sourball candies. "The candies are in the kits because a

Dean Robinson, right, attends to *Robert Gore*, who's posing as a victim.

Students learn to lower a victim in a litter. On the ground, from left: *Mark Bamburg, Paul Wright, Virginia Butler.*

lot of disasters involve smoke which, among other things, irritates mucous membranes," says Mr. Fox. "The candy increases salivation and helps soothe the throat." The kits also contain medication for the relief of pain.

Lecturing recently to a class of Foreign Service communicators in Warrenton, Va., Mr. Fox taught them how to check victims, first, for life-threatening, then to search for less apparent injuries. "The nastiest-looking wound is not always the most serious," he said. "And the victim shouting the loudest is not always the most seriously injured, either. Don't let yourself be distracted while assessing the situation."

But you're not expected to diagnose victims. "For instance," Mr. Fox said, "if you see or feel liquid or blood in someone's ears, assume there's a head injury and put the victim in a neck brace. Don't worry about what the injury is exactly—you're not there to fix it. You're there to prevent it from getting worse until medical help is available."

The training comes in handy for accident emergencies, too. In Ankara, for example, Foreign Service officer Cliff Taylor assisted an elderly Turkish man who'd been stabbed and slashed at the throat. Other employees have used their skills during emergencies in Beirut, Dar es Salaam and Monrovia, to name a few.

Joe Fox, center, teaches how to use syringes. At left is *Virginia Butler*. *Michael Nelson* is at right.

Tom Shiflett and *Mark Bamburg*, right, attend to *Greg Davis*, who's simulating injury.

Joe Fax explains the use of the "sky-genie" descent device.

Robert Gore, center, and *Jack Busbee*, right, learn to apply a splint. At left is *Joe Fox*. The "victim" is *Greg Davis*.

"But the skills are perishable," says Mr. Fox, who emphasizes the importance of follow-up training at posts. "The program, along with follow-up training, can help insure pre-disaster preparation rather than post-disaster improvisation."

—DONNA GIGLIOTTI ■

Noontime talks on stress: for all employees

State's Employee Consultation Service, its Family Liaison Office and its Alcohol Awareness Program, with USIA's Advisory Referral and Counseling Service, are sponsoring a noontime talk on stress management. Open to all Civil Service and Foreign Service employees and family members, it will be offered in two locations—on January 23, from 12:30 to 1:20 p.m., in Room 840, 301 4th Street S.W., USIA; and February 6, from noon to 12:50 p.m. and from 1 to 1:50 p.m., in the Department, Room 1912.

Dr. Sally Ann Greer and Dr. Rhona Johnston, clinical psychologists, on the consulting staff of the Office of Medical Services, will lead the discussions. Stress management was the topic of first choice in a survey conducted last October to determine interest in noontime talks on a range of issues.

Further noontime sessions will be scheduled on other topics, such as "Time Management," "Building Successful Relationships," "Men and Women at Midlife," "Living Single" and "You and Your Aging Parents." □

Overseas Briefing Center announces courses

The Overseas Briefing Center is offering the following free courses for employees and family members at the Foreign Service Institute:

American studies, cross-cultural adaptation and the logistics of Foreign Service life: For Americans returning after overseas assignments. Includes sessions on American politics, economics, history and art, intercultural communication. Times and dates: 9:15 a.m.–3 p.m., January 13–24, March 10–21, April 21–May 2, June 2–13, July 21–August 1.

Community skills: On community mental health. Covers stress management, drug and alcohol abuse, running workshops. 9 a.m.–2 p.m., April 14–18.

Career planning: Using an overseas assignment to contribute to a ca-

Schedule of courses at Foreign Service Institute

Program	*Feb.*	*Mar.*	*Apr.*	*Length of course*
Area studies				
Africa, sub-Sahara	24	—	21	2 weeks
East Asia	—	—	21	2 weeks
Latin America	24	—	21	2 weeks
Near East and North Africa	24	—	21	2 weeks
People's Republic of China	—	10	—	2 weeks
South Asia	—	—	21	2 weeks
Southeast Asia	—	—	21	2 weeks
USSR/Eastern Europe	—	—	21	2 weeks
Western Europe	24	—	21	2 weeks
Language and advanced area courses				
Afrikaans	10	—	—	24 weeks
Arabic (Egyptian)	10	—	—	24 weeks
Arabic (mod. std.)	10	—	—	24 weeks
Arabic (mod. std., adv. in Tunis)	10	—	—	12/15 mos
Chinese (std.)	10	—	—	24 weeks
Danish	10	—	—	24 weeks
Dutch	10	—	—	24 weeks
French	10	10	7	20 weeks
German	10	10	—	20 weeks
Greek	10	—	—	24 weeks
Indonesian	10	—	—	32 weeks
Italian	10	10	—	20 weeks
Japanese	10	—	—	24 weeks
Japanese (adv. in Yokohama)	10	—	—	12/15 mos
Norwegian	10	—	—	24 weeks
Polish	10	—	—	24 weeks
Portuguese	10	10	—	24 weeks
Romanian	10	—	—	24 weeks
Russian	10	—	—	24 weeks
Serbo-Croatian	10	—	—	24 weeks
Spanish	10	10	7	20 weeks
Swedish	10	—	—	24 weeks
Thai	10	—	—	24 weeks
Turkish	10	—	—	24 weeks
Urdu	10	—	—	24 weeks
Familiarization and short-term (FAST) courses				
Arabic, Egyptian	10	—	—	6 weeks
Arabic, formal spoken	10	—	—	6 weeks
Chinese	10	—	—	6 weeks
French (metrop.)	10	10	7	10 weeks
French (sub-Sah.)	10	10	7	10 weeks
German	10	—	7	10 weeks
Italian	10	—	—	10 weeks
Japanese	10	—	—	6 weeks
Portuguese (L.A.)	10	—	—	10 weeks
Portuguese (Eur.)	10	—	—	10 weeks
Russian	10	—	—	6 weeks
Spanish (L.A.)	10	10	7	10 weeks
Spanish (Eur.)	10	10	7	10 weeks
Thai	10	—	—	6 weeks
Early morning language classes				
Arabic (mod. std.)	24	—	—	17 weeks
Chinese (std.)	24	—	—	17 weeks
French	24	—	—	17 weeks
German	24	—	—	17 weeks
Italian	24	—	—	17 weeks
Portuguese	24	—	—	17 weeks
Russian	24	—	—	17 weeks
Spanish	24	—	—	17 weeks

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—(Continued from preceding page)

Program	Feb.	Mar.	Apr.	Length of course
Center for the Study of Foreign Affairs				
Foreign Service Act of 1980 in retrospect	11	—	—	1 day
Authoritarian regimes in transition: Central America	27	—	—	1 day
START talks	—	4	—	1 day
U.S.-Malaysian relations	—	10	—	3 days
Greek base negotiations	—	19	—	1 day
The 2 Germanies	—	25	—	1 day
High-technology trade	—	—	1	1 day
The continuing refugee crisis	—	—	8	1 day
Conventional defense and NATO	—	—	15	1 day
National negotiating styles	—	—	22	2 days
Intl. labor and the democratic process	—	—	29	1 day
Overseas Briefing Center				
American studies, cross-cultural adaptation, and logistics of Foreign Service life	—	10	21	2 weeks
Community skills seminar	—	—	14	5 days
English-teaching seminar	10	—	—	5 days
Going overseas (Wed. eve. for singles/couples)	—	26	—	1 day
(Sat. for families)	—	—	12	1 day
(Sat. for teens)	—	—	26	1 day
Regulations, allowances and finances	19	—	—	3 days
Ad hoc education seminar	—	—	9	1 day
***Administrative CORE**	18	10	7	3 weeks
Budget and financial management	—	3	7	38 days
General services operations	18	10	—	3 weeks
Personnel operations	18	10	—	2 weeks
**Coping with violence abroad	3,16	3,7,31	7,14,28	1 day

*Prerequisite before taking GSO, PER and B & F.

**This course used to be available on a walk-in basis. You must now register.

	Pre-registration required for:
Consular training	
ConGenRosslyn basic consular course	Continuous enrollment: 24 days
Consular orientation program	Continuous enrollment: 7 days
Immigration law and visa operations	*Correspondence course
Mid-level consular functional, intensive	Six-week course
Nationality law and consular procedure	*Correspondence course
Overseas citizens services	*Correspondence course
Passport examiners	*Correspondence course

*See Airgram A-660 (dated 7/17/84)

Economic and commercial training				
Information sys. managers tm. program	—	10	—	4 weeks
The computer in a foreign affairs environment	—	—	7	2 weeks
Executive development				
Advanced television workshop	—	20	—	3 days
*Deputy chiefs of mission	To be announced			
Executive performance seminar	—	16	—	5 days
*Inspectors' management training	To be announced			3 days
Supervisory studies seminar	2	—	13	5 days
*Inspectors training seminar	To be announced			2 days
Political training				
Foreign affairs interdepartmental seminar	—	10	—	2 weeks
Executive-congressional relations	—	—	7	1 week
Negotiation art and skills	3	—	—	1 week

*By invitation only

—(Continued on next page)

reer. 9:15 a.m.–2 p.m., January 7–10, June 24–27.

Understanding regulations, allowances and finances: Work with experts on allowances, services, benefits, retirement, estate planning, investments, use of power of attorney. 9 a.m.–4 p.m., February 19–21, May 28–30, July 1–3.

Going overseas: To prepare for living overseas. Topics include developing realistic expectations, setting personal priorities, coping with interrupted activities and relationships, sharpening communications skills. Saturdays, for families, 9 a.m.–1 p.m., April 12, May 17, June 21, July 19, October 11. Wednesdays for singles and couples, 6–9 p.m., March 26, May 7, July 16. For teens: Saturday, April 26, 8:45 a.m.–1:15 p.m.

Re-entry: Intended mainly for spouses. Information on how to accelerate adjustment. 9:15 a.m.–1 p.m., January 6, June 23.

English-teaching: Methods for teaching English as a foreign language. No prerequisites. 9:15 a.m.–1 p.m., February 10–14, May 5–9.

Education seminar: Educating children while assigned overseas is the main topic. April 19. (Time has not yet been set.)

For information, call 235-8784. ■

New 'Foreign Relations' volume is issued

The Department has released "Foreign Relations of the United States, 1955-1957, Volume I, Vietnam." It contains 900 pages of previously classified documents on U.S. policy with regard to Vietnam.

The "Foreign Relations" series has been published continuously since 1861 as the official documentary record of U.S. foreign policy. The current volume is the first to be published for the years 1955-1957 on relations with Vietnam. It was prepared in the Office of the Historian, Bureau of Public Affairs. Copies (Department of State Publication No. 9449; GPO Stock No. 044-000-02077-7) may be purchased for $23 (domestic postpaid) from the Superintendant of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Checks or money orders should be made out to the Superintendent of Documents.

The Office of the Historian has prepared a brief summary of the volume. For information, contact John P. Glennon, (202) 663-1144, or David W. Mabon, (202) 663-1129. □

State Department's current publications

Following is a list of current publications released by the Bureau of Public Affairs, of interest to those who wish to follow certain issues closely, or who write and/or give speeches on foreign policy.

The publications are available in the Department of State library in Washington and in the post libraries overseas. Free, single copies may be obtained from the Public Information Service, Bureau of Public Affairs, Department of State, Washington, D.C. 20520. Telephone: (202) 647-6575-6.

President Reagan

"A Mission for Peace," address to the nation, Washington, November 14 (Current Policy No. 765).

"The Geneva Summit: A Fresh Start," joint session of Congress, December 21 (Current Policy No. 766).

Africa

"U.S. Interests in Regional Conflicts in the Horn of Africa," Assistant Secretary Chester Crocker, Washington World Affairs Council, Washington, November 13 (Current Policy No. 764).

East Asia and Pacific affairs

"Developments in the Philippines," Assistant Secretary Paul Wolfowitz, Senate Foreign Relations Committee, Washington, October 30 (Current Policy No. 760).

International economics

"Promoting Economic Development in Central America," Ambassador Richard McCormack, Central American Forum sponsored by the Pan American Development Foundation, San Pedro Sula, Honduras, October 23 (Current Policy No. 759).

Terrorism

"The Political Offense Exception and Terrorism," legal adviser Abraham Sofaer, Senate Foreign Relations Committee, Washington, August 1 (Current Policy No. 762).

United Nations

"The United Nations at 40: Economic Successes and Failures," Under Secretary W. Allen Wallis, Business Council of the United Nations, Washington, November 6 (Current Policy No. 763).

U.S.-Soviet affairs

"Soviet Use of Active Measures," William Casey, director of central intelligence, Dallas Council on World Affairs, Dallas, September 18 (Current Policy No. 761).

GIST

"Arms control: confidence-building measures" (11/85).

—(Continued from preceding page)

Program	Feb.	Mar.	Apr.	Length of course
Orientation				
Orientation for Foreign Service officers	—	3	28	7 less 1 day
Orientation for Department officers	18	—	14	2 days
Orientation for Foreign Service personnel	18	—	14	1 week
Department clerical orientation	24	10	14	7 days
Foreign Service secretarial training	—	10	—	6 days
Foreign Service secretarial refresher re-entry	Schedule arranged			Individual
First-time ambassador's secretary's briefing	Schedule arranged			Individual
Management skills seminar for secretaries	To be announced			3 days offsite
Communication skills				
How to communicate by letter and memo	To be announced			30 hours
Management seminar of EEO	—	21	—	1 day
Speech and oral communications	—	10	—	30 hours
Clerical skills				
Career development seminar	18	—	—	5 days
Workshop for speed and accuracy	—	—	14	30 hours
Department correspondence	Schedule arranged			Individual
Managing words (word-processing trn.)	Schedule arranged			Individual
OCR telegram preparation workshop	Schedule arranged			Individual
Preparation of travel vouchers	Schedule arranged			Individual
Workshops for managers				
Notetaking for managers	Schedule arranged			(Ind., on request) □

"Central America: U.S. policy" (11/85).
"NPT review conference" (11/85).

Background Notes

Burundi (10/85).
Cuba (8/85).
Kuwait (9/85).
Poland (8/85).
Taiwan (9/85).
Uganda (9/85). □

Graduate School courses

The Graduate School of the U.S. Department of Agriculture, which is open to State employees, begins its winter session January 13. Registration is January 6–11. Courses offered include computer sciences, technical writing, economics, editing and statistics. Call 447-5885 for information. □

NIAMEY, Nigeria—At dedication ceremony of the American school, which has 47 students from 16 countries and a faculty of 15. It has 10 classrooms and library, and offers computer courses for grades 1–6 and daily French lessons to students in all grades.

Best Photos of 1985

THE EDITORIAL STAFF of STATE, reviewing the 11 issues published last year, selected these as the best photographs appearing during that period. Contributions are always welcome from employees at Department offices in the United States and posts abroad. Black and white photos reproduce best.

AUGUST/SEPTEMBER—You're looking at *Mark Stafford* of State, who functions as a "presidential artist." Here he's sizing up the grand staircase at a palace outside Bonn, where President Reagan went for the economic summit. Mr. Stafford's job is to diagram interiors for the advance teams. *(White House photo by Carol Greenawalt)*

APRIL—Rookie State Department security officers at a classroom lecture: *George Frederick*, left, and *Sam Kurmlowicz*. *(Photo by Donna Gigliotti)*

AUGUST/SEPTEMBER—In Havana, Cuba, *Katherine J. Besom* receives a cash award from acting principal officer *James C. Todd.*

APRIL—View of the George C. Marshall Reception Room, leading to Secretary Shultz's office on the seventh floor. *(Diplomatic Reception Rooms photo by Richard Cheek)*

MARCH—Regional security officer *Royal Kastens* was one of the persons featured in "Post of the Month: Ottawa." *(Photo by Donna Gigliotti)*

MAY—After a minor earthquake in Santiago, Chile, *Marion Norris*, secretary at the post, says in the security office: "*This* is security?"

JUNE—In Leningrad, USSR, consul general *Charles T. Magee* performs for Soviet guests after a showing of the American movie classic, "The Hustler."

JANUARY—In Bhutan, high in the Himalaya Mountains, is the "Tiger's Nest," which was visited by *Georgia Rodenhauser*, a secretary at Embassy Bangkok.

MARCH—In Buenos Aires, Argentina, Foreign Service national *Yolanda Navarro* receives a cash award.

NOVEMBER—In Boston, Mass., State's *Marilyn Costigan*, left, presents the 5 millionth passport issued in 1985 to *Elizabeth Ann Norton*. *(Photo by Pete Anastasi Jr.)*

DECEMBER—American diplomatic family in Bangkok at turn of century included *Hamilton King*, right, with his wife and daughter. Man at left was a U.S. Army officer who attended a coronation ceremony for the Kings.

NOVEMBER—After Mexican earthquake, office building in capital leans forward. U.S. Trade Center is at lower right. *(Photo by Thomas Moreno Arreola)*

DECEMBER—In Sao Paulo, Brazil, two Foreign Service officers become mothers for the first time. *Donna Hrinak*, left, chief of the political section, shows off *Wyatt Alexander Flores*, while *Leslie Rowe*, chief of the visa unit, holds *Jacqueline Dieffenbacher-Rowe*.

JULY—The acronym stands for Junior Officer Division (in the Office of Foreign Service Career Development and Assignments). These officers say their T-shirts "provide us with solidarity against outraged clients." From left: ***Nick Williams, Yvonne Gurney, Martha Campbell, John Craig, Mary Ann Bakas, Steve Nolan. (Photo by Doris I. Alston)***

MAY—Three graduates of the Department's new Functional Specialization Program, from left: ***Eydie Gaskins, Ronna Sharp Pazdral, Robert W. Jose. (Photos by Ann Thomas)***

DECEMBER—In a photo taken from a State Department videotape by Robert E. Kaiser, ***Robert Homme,*** **former Strasbourg, France, consul general, recalls how a terrorist's bullet shattered his eyeglasses. ■**

Consulate general helps to preserve Jewish relic in Shanghai

Professors seek aid from U.S. diplomats

By Tess Johnston

The author has been serving since 1981 as secretary to the consul general. She set up the consulate general's archives and, in her spare time, does historical research to supplement the material.

SHANGHAI has always represented many things to many people: The Paris of the Orient, the gateway to China, the "wickedest" city in the East. (A 19th-century preacher once said that, if Shanghai were allowed to continue, God owed an apology to Sodom and Gomorrah.) But it also has a long history of racial tolerance, and has served as a home or way station for individuals of every race, color and creed. Among them have been Jews.

Ms. Johnston

Our consulate general is often asked for assistance by former residents of Shanghai who are seeking information on homes and businesses they left in the early 1950s, after the Communist takeover. In the course of my research I had learned quite a bit about the Jewish community here and its last synagogue, Beth Aharon.

Pictures indicate the synagogue was most impressive. It was three stories high, including the massive dome. There was a circular stained-glass window over the wide, arched entrance. Immediately above the entranceway was the Star of David, and the door was flanked by two large menorahs, all carved in the granite facing. (The menorah is a candelabrum with seven branches; it is one of the symbols of Judaism.)

Beth Aharon Synagogue. Stone is visible at left of Star of David, over door.

No longer a synagogue

By the time I first saw the synagogue in 1981, it had lost all its former splendor. A green plastic roof covered the entranceway, blocking out the Star of David. The dome was intact, but the arched doorway was truncated, and only the two carved menorahs revealed that it had once been a religious edifice. It occupied a choice site on the once elegant and prestigious avenue running along the waterfront. Although the building now housed a printing press, it was the only Jewish religious building we knew to be relatively intact, so we always referred inquirers to

that address.

When I received a call one day from two visiting professors (one of whose parents had fled the holocaust via Shanghai), I started to tell them about Beth Aharon—only to be told that it was at that very moment being torn down. The professors had gone to see the synagogue and discovered only a heap of rubble and the right-hand side of the front entrance. However, one stone carved with the menorah survived. Could we help them save it?

This stone could be of historical importance to world Jewry. If preserved, it could perhaps serve as a monument to Shanghai's role as safe haven for the thousands of Jewish refugees who had passed through here.

Place of refuge

Shanghai had a great advantage for those seeking a haven. It was composed of an international settlement and a French concession and, technically, wasn't part of China proper. Thus, it required no visas or entry papers, and this made it one of the most accessible destinations for Jews fleeing Europe. By 1936 there were three synagogues in Shanghai: Ohel Moishe, Ohel Rachel and Beth Aharon. The invading Japanese didn't concern themselves with religious services held in the concession or the settlement, so the synagogues continued services there all during the war.

By the late 1940s, the synagogues had been sold by the Jewish community and the contents removed. With the dwindling of the Jewish population, there was no longer a need for large synagogues. Instead, proceeds from the sale of the properties were used to set up "shelter houses" for Jews awaiting departure, for the old, the sick, or those with no immediate prospects for resettlement. By the mid-1960s the last of the Jews had been resettled, and the shelter houses were closed down.

Professors seek stone

The professors' appeal galvanized us into action. We decided to try to locate the current tenant (all land in China is now owned by the state) and propose that the professors be allowed to remove the stone to the United States. There it would be set up in some Jewish community as a memorial. If only we could find the proper authorities to appeal to!

The tricky part was that the professors were leaving on Sunday morning, and it was now Thursday afternoon. Shanghai has 12 million inhabitants. It isn't an easy place to locate anyone in the best of times, and its enormous bureaucracy certainly doesn't lend itself to fast moves.

Turning to Wu Gongzhan, one of our local Chinese employees in the press and cultural section, I dumped the problem on him, with little hope of being able to accomplish anything in such a short time. I was, therefore, surprised to receive a call the next morning saying that Mr. Wu had been able to locate the tenant, which turned out to be one of the most prestigious newspapers in Shanghai. The site was being demolished to build a larger press and office building for the newspaper.

Appointment set

We set up an appointment for the professors to meet with an editor of the newspaper on Saturday afternoon at 3. I asked Mr. Wu to brief the editor thoroughly on the purpose of the call. At the rate the building was being demolished, there might not be anything left by Saturday afternoon.

I myself had an appointment downtown on Saturday, so I made a swing by the site about 3:30. With great relief, I noted that the stone was intact. In fact, it wasn't only intact, but it was being carefully loaded onto a large flatbed truck. It was much larger than I had remembered: a mass of granite more than four feet square. It must have weighed several tons. I eyed it speculatively, as I had volunteered to keep the stone in my garage and arrange shipment myself if all else failed. Now I wasn't even sure the garage would hold it.

At about 5 that evening I received an ecstatic telephone call from the professors. They had gone past the site at about 2:45 on the way to their appointment and had seen a truck with a crane being placed into position to lift the stone. As they stood watching, an English-speaking reporter from the newspaper came up to them and offered to escort them to the newspaper editor's office via the back door, which adjoined the demolition site. There they were greeted not only by the editor, but by the newspaper's vice editor-in-chief and vice president, Mr. Zhang, who was also the vice president of the Shanghai Institute of Journalism. Mr. Zhang immediately assured them that it had always been the government's intention to preserve the stone menorah. He also informed them that the synagogue hadn't been used for services for many years, and that the Chinese had no thought of desecrating it. He returned to this point repeatedly until the professors were able to convince him that their call was a friendly one, a mere attempt to save the stone, and in no way a form of protest or complaint.

At that point the meeting became more relaxed. The professors found their hosts extremely cordial and helpful. Although the Chinese did not want the stone removed from Shanghai, they assured the professors that it would be preserved for eventual display. What started out as a half-hour appointment wound up as a meeting of nearly two hours, characterized by expressions of mutual good will and affirmations of Chinese-American friendship. There was a presentation of gifts to the professors as they departed.

The professors thanked the consulate general for its role in making the meeting possible, and hoped that at some future date Jewish visitors to Shanghai—perhaps former refugees like their parents—would be able to see the stone in a museum here.

We have now been informed that the stone is in the hands of the Shanghai Commission for the Preservation of Relics, in the Shanghai Museum building. Perhaps one day it will be displayed in a museum in Shanghai which specializes in the city's history. ■

A new 'Treaty Room' will replace Secretary's reception rooms

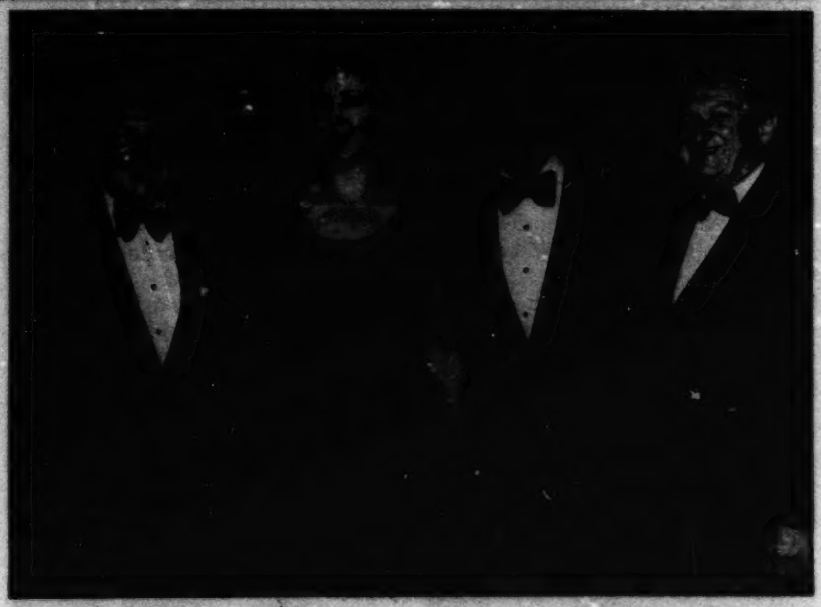
Funds from private sources are obtained at Department dinner

A NEW OVAL-SHAPED Treaty Room, flanked by two pairs of wood-paneled waiting rooms, will replace the three large reception rooms on the seventh floor outside the offices of Secretary Shultz and Deputy Secretary John C. Whitehead. Now under construction, the 18th-century-style suite is slated to be ready by mid-May.

Guests at a $1,500-a-plate dinner hosted by Secretary Shultz and Mrs. Shultz in the candle-lit Benjamin Franklin State Dining Room, on November 14, have already contributed more than $340,000 toward the estimated $1,250,000 cost for architectural improvements. And the Department's Fine Arts Committee, headed by curator Clement E. Conger, said he hoped other citizens, as well as business leaders and foundations, would also donate funds for this phase of the Americana Project to remodel and furnish the Diplomatic Reception Rooms.

New Haven architect Allan Greenberg is designing the suite, which will be used for treaty signings, presentations, swearings-in of ambassadors and other officers and Department ceremonials. Mr. Greenberg designed the suite of offices occupied by Mr. Shultz and his staff, and also the George C. Marshall Reception Room and the John Jay Reception Room, which were reopened March 8. As he has done in the ceremonial office of Mr. Shultz, the architect will incorporate the eagle of the Great Seal of the United States in the center of the foliage in the tall Corinthian columns in the Treaty Room. (The Secretary of State has been custodian of the Seal since its adoption by Congress in 1782). The design on the columns was inspired by the Pantheon in ancient Rome. Thomas Jefferson, the nation's first Secretary of State, adopted it as the basis of his design for the columns in the rotunda of the University of Virginia.

The Treaty Room will be furnished with oil portraits, decorative arts and books.



Dinner guests included, from left, former Ambassador *Leonard Marks, Mrs. Herman Greenberg, Bernard V. Gewirz, Herman Greenberg*. Mr. Marks and Mrs. Greenberg are members of the Fine Arts Committee. Mr. and Mrs. Greenberg were among underwriters of the gala. *(Diplomatic Reception Rooms photo)*

The reception rooms which had flanked the old center reception room also are being redesigned by Mr. Greenberg. In general, the suite will conform to the style of architecture and furnishings in the "great 18th-century Virginia, Maryland and Pennsylvania mansions," Mr. Greenberg said.

The $45,000 cost of the dinner was underwritten by several members of the Fine Arts Committee, so that the entire proceeds would go for architectural improvements. The underwriters were Mrs. Thurmond Clarke, Mr. and Mrs. Hermen Greenberg, Mrs. Alfred C. Harrison, Mr. and Mrs. Erving Wolf, and Gerald A. Freed, president of the Freed Foundation, Washington.

Mr. Shultz thanked the donors for supporting the Americana Project. "I have been all over the world and visited chiefs of state," he told them earlier. "In the ministries, of course, there are many settings that are breath-taking, but there are none that are better than what we have here."

Since its establishment in 1961, the Fine Arts Committee has collected 18th- and 19th-century furnishings, antique silver, oriental rugs and other objets d'art valued at more than $30 million. The collection is considered by experts as among the best in the United States, and the foremost of its kind in Washington.

Sixteen rooms on the eighth floor have already been transformed from "stark modern" to the 1740-1825 period of American design and architecture. The 10-room Secretary's suite, on the seventh floor, also has been remodeled. "All this has been accomplished without any federally appropriated funds," Mr. Conger said. "Patriotic American citizens, corporations and foundations have made these remarkable transformations a reality."

The Fine Arts Committee is

View of the Secretary's reception rooms on the seventh floor, now closed for remodeling. At left is the receptionist's desk, at right the guard's desk, near the entrance to the Secretary's suite. ***(Diplomatic Reception Rooms photo by Richard Cheek)***

seeking examples of the "finest quality American period furniture and decorative arts, including American portraits and paintings," the curator added. The items "most needed" are:

—American Queen Anne, Chippendale, Hepplewhite and Sheraton furniture, especially high-style Southern examples.

—Portraits of Martha Washington, John Jay, early American presidents and Secretaries of State and their wives, and early national figures. Portraits of John and Abigail Adams, James and Dolley Madison, and President and Mrs. James Monroe are also desired. Portrait miniatures of these persons would also be "most welcome."

— Early American history paintings, landscapes, city scenes and maritime scenes. Early views of American life and western scenes depicting the grandeur of the American landscape, by George Catlin, Charles Bird King, Alfred Jacob Miller, George Caleb Bingham, John Mix Stanley, Worthington Whittredge, Albert Bierstad, Thomas Moran, Frederic Remington, Charles M. Russell and others. They are needed "to represent our artistic and cultural past," the curator noted.

Contributions are tax-deductible. Inquiries should be addressed to Mr. Conger in Room 8213, Department of State, Washington, D.C., telephone (202) 647-1900.

—BARNETT B. LESTER □

Shultz starts library of U.S. diplomacy

Secretary Shultz has established a permanent library on American diplomatic history in his large office on the seventh floor, where he receives foreign dignitaries, and in his adjoining private study. Other volumes will line the bookshelves in the new Treaty Room. Mr. Shultz has contributed funds to help endow the project. To be known as the Secretary of State's Library, the collection will feature works on American diplomacy, including diplomatic history, memoirs and volumes relating to the practice of diplomacy in the Department and the Foreign Service.

"The books we're putting in are those that a Secretary of State should have read, even if he hasn't," Mr. Shultz quipped at the dinner. "We are going to have, I hope, the finest collection of works in the field of diplomatic history."

The library already contains many works signed or inscribed by diplomats and others.

They include volumes formerly owned or written by veteran diplomats David K.E. Bruce, Charles E. Bohlen, John Stewart Service, Robert D. Murphy and Lucius D. Clay. Others have autographed their own works during visits to the Department. Among them have been Henry Kissinger, George F. Kennan, Abba Eban and Eleanor Dulles. ■

Ask Dr. Dustin

More facts about AIDS, particularly in the workplace

'I hope this will alleviate irrational fears'

I HAVE HAD so many queries concerning AIDS that I'm again using my "Ask Dr. Dustin" space to respond to some of your broader questions, by publicizing the recently-promulgated U.S. Government policies on AIDS in the workplace. I hope this publicity will alleviate some irrational fears concerning this disease, and provide you with up-to-date information.

The following comments are from the November 15, 1985, Morbidity and Mortality Report (Vol. 34, No. 45, pp. 681–694), published by the U.S. Public Health Service. They represent the current consensus regarding AIDS and the risk of its spread in the workplace. They're the guidelines all Government agencies, including State, will follow.

"Persons at increased risk of acquiring infection with Human T-lymphotropic Virus Type III/Lymphadenopathy-associated Virus (HTLV-III/LAV), (the virus that causes acquired immunodeficiency syndrome commonly called 'AIDS'), include homosexual and bisexual men, intravenous drug users, persons transfused with contaminated blood or blood products, heterosexual contacts of persons with HTLV-III/LAV infection, and children born to infected mothers. HTLV-III/LAV is transmitted through sexual contact, parenteral (hypodermic needle induced) exposure to infected blood or blood components, and perinatal transmission from mother to baby. The HTLV-III/LAV virus has been isolated from blood, semen, saliva, tears, breast milk and urine and is likely to be isolated from other body fluids, secretions, and excretions, but epidemiologic evidence has implicated only blood and semen in transmission. Studies of nonsexual household contacts of AIDS patients indicate that casual contact with saliva and tears does not result in transmission of infection. Spread of infection to household contacts of infected persons has not been detected when household contacts have not been sex partners or have not been infants of infected mothers. The kind of nonsexual person-to-person contact that generally occurs among workers and clients or consumers in the workplace does not pose a risk for transmission of HTLV-III/LAV."

"Recommendations for health care workers (HCW) emphasize precautions appropriate for preventing transmission of bloodborne infectious diseases, including HTLV-III/LAV and HBV (Hepatitis B Virus) infections. Thus, these precautions should be enforced routinely as should other standard infection-control precautions, regardless of whether HCWs or patients are known to be infected with HTLV-III/LAV or HBV. In addition to being informed of these precautions, all HCWs, including students and housestaff, should be educated regarding the epidemiology, modes of transmission, and prevention of HTLV-III/LAV infection."

Sterilization, disinfection

"Sterilization and disinfection procedures currently recommended for use in health-care and dental facilities are adequate to sterilize or disinfect instruments, devices, or other items contaminated with the blood or other body fluids from individuals infected with HTLV-III/LAV."

"Several liquid chemical germicides commonly used in the laboratories and health care facilities have been shown to kill HTLV-III/LAV at concentrations much lower than are used in practice."

"Laundry and dishwashing cycles commonly used in hospitals are adequate to decontaminate linens, dishes, glassware, and utensils. When cleaning environmental surfaces, housekeeping procedures commonly used in hospitals are adequate; surfaces exposed to blood and body fluids should be cleaned with a detergent followed by decontamination using an EPA-approved hospital disinfectant that is mycobacteriocidal. Individuals cleaning up such spills should wear disposable gloves."

"In addition to hospital disinfectants, a freshly prepared solution of sodium hypochlorite (household bleach) is an inexpensive and very effective germicide. Concentrations ranging from 5,000 ppm (a 1:10 dilution of household bleach) to 500 ppm (a 1:100 dilution) sodium hypochlorite are effective, depending on the amount of organic material (e.g., blood, mucus, etc.) present on the surface to be cleaned and disinfected."

Food service workers

"FSWs are defined as individuals whose occupations involve the preparation or serving of food or beverages (e.g., cooks, caterers, servers, waiters, bartenders, airline attendants). All epidemiologic and laboratory evidence indicates that bloodborne and sexually transmitted infections are not transmitted during the preparation or serving of food or beverages, and no instances of HBV (Hepatitis B Virus) or HTLV-III/LAV transmission have been documented in this setting."

"All food service workers should follow recommended standards and practices of good sanitation. All should exercise care to avoid injury to hands when preparing food. Should such an injury occur, both aesthetic and sani-

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This column by Eben H. Dustin, M.D., chief of the Department's Office of Medical Services, appears monthly in STATE. Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the editor, or to Dr. Dustin directly. In either case, your privacy will be respected; your post will not be identified. □

tary considerations would dictate that food contaminated with blood be discarded. FSWs known to be infected with HTLV-III/LAV need not be restricted from work unless they have evidence of other infection or illness for which any FSW should also be restricted."

Workers sharing environment

"No known risk of transmission to co-workers, clients or consumers exists from HTLV-III/LAV-infected workers in other settings (e.g., offices, schools, factories, construction sites). This infection is spread by sexual contact with infected persons, injection of contaminated blood or blood products, and by perinatal transmission. Workers known to be infected with HTLV-III/LAV should not be restricted from using telephones, office equipment, toilets, showers, eating facilities and water fountains. Equipment contaminated with blood or other body fluids of any worker, regardless of HTLV-III/LAV infection status, should be cleansed with soap and water or a detergent. A disinfectant solution or a fresh solution of sodium hypochlorite (household bleach; see above) should be used to wipe the area after cleaning."

My office has in preparation for early distribution manuals for sanitary inspection of embassy food service facilities and periodic physical examinations for food service workers, as well as standard forms for pre-employment exams of Foreign Service national employees and in-service exams of Foreign Service national drivers.

The Public Health Service has previously published guidelines related to the presence of HTLV-III/LAV seropositive students in schools. □

Smoking by parents seen as making children sick

(Reprinted from the current Foreign Service Medical Bulletin):

A Washington area study has found that infants whose parents smoke are much more likely to get bronchitis and other breathing problems than those living in smoke-free homes. Passive smoking (breathing cigarette smoke from the air) is dangerous to infant health. The five-year study has pointed out that, in the first year of life, of the infants whose parents smoked 8% were more likely to have bronchitis and 3% tracheitis than infants from smoke-free homes.

Among the key findings was that the amount of smoke, rather than the mere fact that one parent smoked, seemed to play the greatest role in making the infants sick. Those whose mothers smoked were 44% more likely than others to contract bronchitis; when the father was the smoker, there was only a 10% greater risk of bronchitis. This disparity occurred, apparently, because the mothers in the study spent more time at home.

For tracheitis, the risk went up 92% when the mother was the smoker and only 7% when it was the father.

The research confirms other findings that passive smoke is a hazard, including some that suggest a tie to pneumonia. The study points out that damage to the airways caused by bronchitis and pneumonia in early childhood may make children more susceptible to subsequent wheezing and/or chronic cough. □

Alcohol Awareness Program

Parents play major role in children's drinking

The following is reprinted with permission from the New York Times of November 6, at the request of the Department's Office of Medical Services.

BY JANE E. BRODY

Despite the widespread concern about drug use and abuse by young Americans, alcohol remains teen-agers' most widely used mind-altering substance and the one that is most likely to get them into trouble. In one national survey, nearly a third of high school students who drank at all were "alcohol misusers" or "problem drinkers"—that is, they had been drunk at least six times in the previous year or had had serious difficulties two or more times that year as a result of drinking.

In addition to causing school problems, destructive and delinquent behavior and violence, alcohol is the leading factor in fatal and nonfatal traffic accidents involving teen-age drivers. Although teen-agers represent only 10 percent of licensed drivers, they account for 20 percent of highway fatalities, and the vast majority of youthful accidents involve alcohol.

Furthermore, because of inexperience in driving and in handling alcohol, teen-age drinking related accidents tend to occur at much lower blood alcohol levels than do adult accidents. Each year 5,000 young lives are lost in such accidents.

According to a report last month in the Journal of the American Medical Association, alcohol abuse in early adolescence is a strong predictor of later alcohol abuse and other drug problems. But those who neither smoke nor drink as teen-agers are virtually immune to later drug abuse.

Thus, it is the misguided parent who is relieved to discover that his teen-ager drinks alcohol but steers clear of other drugs.

Directly or indirectly, parents play the major role in determining their children's alcohol use patterns. By learning more about these patterns and the factors that influence them, parents can do more than any educational program or legal restriction to reduce the likelihood that their children will abuse alcohol or suffer an alcohol-related injury inside or outside the home.

This should not be taken to mean that schools should ignore educational efforts or that states should lower the minimum drinking age or ease off on penalties for teen-agers who drive when drunk. (In several states, raising the minimum drinking age to 21 reduced teen-caused traffic fatalities by about 20 percent.) But it does suggest that it is time for parents to stop pointing the finger of responsibility at peer group and advertising pressures and social glamorization of alcohol as the primary causes of alcohol abuse by youngsters. Although peer group influences may predominate during the midteen years,

parental influences dominate earlier and reassert themselves as children get older. They also tend to be long lasting.

The sobering statistics

According to a new survey of 44,326 youngsters released last month by the National Parents' Resource Institute for Drug Education, children today start drinking alcohol at an earlier age and drink more frequently than in the past. The survey revealed that 33.4 percent of current sixth-graders had tried beer or wine and 9.5 percent had tried hard liquor.

By contrast, among the 12th-graders interviewed, only 14.5 percent had tried beer or wine and 6.8 percent had tried hard liquor by the time they were in the sixth grade. According to the survey, alcohol use at least once a week by sixth graders more than doubled from 1983 to 1984; the percentage of high school seniors who drank beer or wine at least three times a week nearly doubled.

At least one recent study of college students who vacation in Fort Lauderdale suggests that since 1981 alcohol consumption has fallen 13 percent among college men and 25 percent among college women.

Other surveys indicate that a change has occurred in the patterns of alcohol use as well. Compared with youngsters decades ago, who said they drank in moderation to relax or to help them socialize, youngsters today say they drink primarily to get high. The arrest rate for drunkenness among children under 18 has tripled in the last decade.

The difference in the proportions of college freshmen and seniors who drink has been shrinking, suggesting that more children today start drinking either before they leave high school or immediately after entering college. And there has been an increase in drinking and in excessive drinking by girls both in high school and college, reflecting the growing social equality of boys and girls.

There are clear social class and racial differences in teen-age alcohol use and abuse. Overall, drinking and heavy drinking by young people are more common among lower socioeconomic groups. Among young people still in school, fewer black students than white students are drinking heavily or at all.

Why teens drink

Students have shown that many factors influence teen-age drinking habits, but that parental attitudes and actions can influence them all.

A child's own attitudes and emotional health appear to be by far the most important determinants of safe and unsafe alcohol use. Clearly, the majority of teen-agers who drink in moderation do so for the same reasons that most adults drink; to help them relax and socialize. Alcohol is the most culturally acceptable and most easily accessible mind-altering substance.

The picture is quite different for those teen-agers who drink heavily. For some, alcohol is a means of coping with or blotting out some terrible aspect of their lives—parental divorce, destitute living conditions, physical or sexual abuse and the like. For others, heavy drinking represents an attempted escape from serious emotional or personality problems, such as poor self-image, feelings of parental hostility and lack of love, immaturity and impulsiveness, and rebellion against excessive parental controls.

A 1983 study by the University of Michigan revealed that children tend to follow the drinking patterns of their parents, except for parents who are at either extreme of the drinking spectrum:

Children whose parents were problem drinkers tended to drink less than their parents, and the children of abstainers tend to drink, the study showed. Indeed, the children of abstainers were more likely than their

SEOUL, Korea—Ambassador *Richard L. Walker* presents Award for Valor to *Arthur H. Broksas*, right, who was cited for his care of the wounded at the bombing of Embassy Kuwait, as the family nurse practitioner there. He has since been transferred here. With them is *Michelle Broksas*.

peers to develop a drinking problem, perhaps, the researchers said, because they had never been taught moderation when it came to drinking at home or because their drinking tended to be an act of rebellion against their parents.

What parents can do

Raising a child with a strong self-image is the most important step in producing an emotionally healthy person who is relatively immune to malignant social influences. A child with a healthy ego is well equipped to resist peer pressures to do things that he or she knows are dangerous or foolish. Such a child does not need alcohol to feel powerful and accepted.

Starting from birth, children need to be made to feel competent and loved—that is, lovable. Children's accomplishments, however minimal, should be applauded and their failures minimized (assuming that they tried). And no matter how they perform, they must always be assured that parental love and support are constant. Material rewards should not be used as a stand-in for emotional warmth and parental attention.

During the preteen and teen-age years, discussions—not lectures— on the direct and indirect effects of alcohol, especially as it might influence driving skills, can be held from time to time. Examples, perhaps, can be drawn from incidents of alcohol abuse among famous people—athletes, entertainers and politicians.

Parents should make their own feelings known and show disgust with drunkenness and admiration for those who drink sensibly. Above all, parents should set a good example, using alcohol moderately and only in social settings or when dining, never overindulging and never driving after drinking.

Experts recommend that parents "teach" their children how to use alcohol at home, in a casual, unglamorized family setting, rather than to forbid its use and thereby encourage furtive indulgence.

Keep a close eye on high school children during parties at home. Set rules about alcohol use and stick to them, sending home any guest who tries to break the rules.

Set firm rules about drinking and driving, forbidding the young person to use the family car if those rules are violated. Parents must be ready (or should supply children with cab fare) to pick up their children anywhere at any time of the night if the person who drove them somewhere has been drinking.

Watch for indications of trouble. Don't assume that a child who seems to be causing no trouble is doing fine. In a new booklet called "It's Up to You," the Blue Cross and Blue Shield Associations list these signs of possible alcohol and drug abuse:

- Noticeable lack of interest in formerly rewarding activities.
- Abrupt increase in frustration level.
- Furtive telephone calls and meetings, and a peculiar secretiveness about possessions.
- Frequent vague and withdrawn moods.
- Change in eating and sleeping habits.
- Physical evidence of drug or alcohol use, such as alcohol odor on the breath or bottles missing from the liquor cabinet.
- Change in dress from reasonably neat and clean to unkempt and dirty.
- Increased borrowing of money or stealing.
- Formation of new friendships with people known to use drugs.

If you think you or your children have a problem with alcohol, get in touch with the Alcohol Awareness Program, Department of State, 632-1843 or 632-8804. Regulations require that all contacts with the program be handled on the basis of medical confidentiality. □

Changing places

(By a Foreign Service teenager)

Sitting
for the first time
on the first day
of the first year
in a new school
at a new desk
in a new classroom.
A different place, a different face . . .
loneliness is a grey curtain
to the happiness
that tries desperately,
like sunlight at twilight,
to flow in through the window.
O.P., Izod, Jordache, and more,
gather 'round, waiting
for the opening of the school door
while J.C. Penney's and Sears

stand alone.

The question circles through the mind:
Why is there so much difference?
But no answer presents itself
to light the match of acceptance.
Yet, the spark
to kindle the fire,
to answer the question,
to part the curtain
is the openness

of mind,
body,
and spirit

to the new places, the new faces
that wait
for the doors to open

—DAVID FOUCHE

(From Update, publication of the Family Liaison Office □

Senior officers to get annual medical exams

A program providing annual medical examinations for employees in the Senior Foreign Service and at grades GS-16 and above began on November 1. It is intended to maintain the health of key officers by early detection of health problems.

Those examined can arrange for results to be mailed to their private physicians, said a Department Notice of November 25. Foreign Service officers should alternate their exams through this program with the required biennial Foreign Service physical exam.

For information, call the Office of Medical Services, 632-3624. ■

Post of the Month: Panama

THIS CAPITAL, the principal city of the Republic of Panama, is on the Pacific side of the country. The country itself forms the isthmus connecting North and South America. State's employees there are featured here as part of STATE's continuing series.

An aerial view of the chancery. At upper left is a statue of Balboa.

The Gatun Locks of the Panama Canal.

Ruins at Portobelo on the Atlantic coast.

The business section in the Obarrio district of Panama City

On a canoe trip to Drake Island, from left, foreground: *Mark Bellis, Chris Leibengood, Elizabeth Imburg.*

At a picnic at Fort Amador, from left: Marine Capt. *B.J. Martin*, regional medical officer Dr. *Randa Short*, *Debra Short*, general services officer *Rosalyn Anderson*, consular officer *Sheila Gwaltney*.

Karen Wishart and *Debra Short* in the Pequeni River.

Punta Pacilla, a residential area where many embassy staff members live.

The National Cathedral in the colonial part of Panama City.

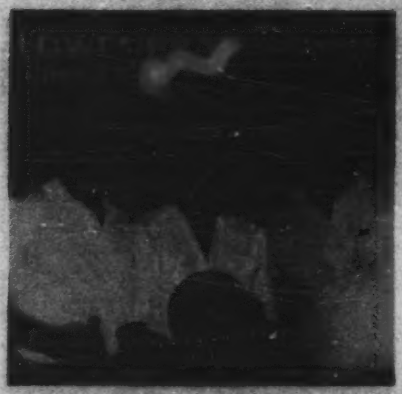
Customs attache *Pete Balonon*, *Maria Balonon*, customs officer *Bob Abreu*, regional security officer *Chris Laibengood* and *Allegra Sensenig*.

Ambassador *Everett E. Briggs*, right, and Col. *Charles Stone* greet a Green Beret parachute team at the Ocú fair.

A Kuna Indian woman in traditional dress.

Dancers in traditional dress perform at the ruins of Old Panama.

Bowling league members *Steve Unthank, Maria del Pilar Sanchez* and *Jaime Bell.*

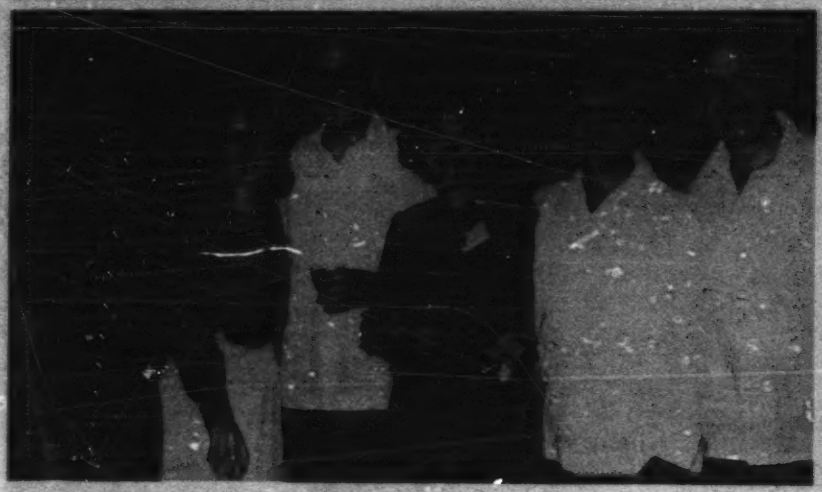


Budget and fiscal section employees *Ana Cal de Borrell, Iolanda de Canal* and *Victoria De La Espriella.*

Using a hand-cranked cable car to cross the Pequeni River are community liaison officer *Elizabeth Bolt* and general services officer *Alan Transi.*

The Panama City skyline.

A walkway by the sea, in old Panama City.



At holiday celebration, from left: *Joan Pryce, Alexandra Becker, Peter Becker, Elizabeth Belt, Juan Belt, William Pryce.*

Doris Rountree, a staff assistant in the customs office.

In the USIA library are cultural attache *Bill Hauseman* and Foreign Service national employees *Eliz de Garuz, Hoodmy Samudio* and *Bernal Velarde.*

Ruins from the original site of Panama City.

At tennis tournament, from left: *Don* and *Leigh Warren, Joan Pryce, Fran Lovaas, Vera Atkins, Bill Pryce, Margaret Gourlay, John Enkeji, Juan Belt, John Lovaas, Don Winters.* ■

Personnel: Civil Service

Promotions

GG–9

Davidson, Dina C., Foreign Service Institute
Jarquin, Vidal, Foreign Service Institute
Munoz, Silvia, Foreign Service Institute
Pascoe, Maria Carmen, Foreign Service Institute

GG–11

Iszkowski, Marie-Charlotte, Foreign Service Institute

GM–13

Wolkofsky, Lewis H., Office of Supply, Transportation and Procurement

GS–3

Barsky, Donna A., Passport Agency, Boston
Bryant, Denise, Passport Services
Davila, Jeannette, Passport Agency, New York
Davis, Veda Lynette, Passport Services
Foote, Lula B., Passport Agency, New York
Jackson, Charlotte Elaine, Passport Agency, Seattle
Palmer, Heidi Marie, Passport Agency, Seattle
Richardson, Gail E., Passport Services
Richardson, Lorna, Passport Services
Smithlin, Jessie Mae, Passport Agency, Seattle
Vanterpool, Blanche, Passport Services
Wilson, Darlene, Passport Agency, New York

GS–4

Barber, Angela Lucille, Near Eastern and South Asian Affairs
Barricella, Irma Lois, Passport Agency, New York
Billiot, Louise Ann, Passport Agency, New Orleans
Chesley, Carolyn E., Foreign Affairs Information Management Center
Dandrich, Stephanie V., Passport Services
Edmonds, Renee J., Office of Security
Honnold, Marijean, Passport Agency, Seattle
McCree, Carol Elayne, Foreign Affairs Data Processing Center
Moore, Wanda Teresa, Inter-American Affairs, Office of Caribbean Affairs

GS–5

Beal, Joyce L., Passport Agency, New Orleans
Coakley, Linda C., Passport Services
Crawford, Julia A., Bureau of Administration, Executive Office
Ford, Vernelle C., Bureau of Personnel, Office of Employee Relations
Grimsley, Cherylene E., International Organization Affairs, Office of Administrative Services
Hill, Tami T., Bureau of Personnel, Office of Management
Lacombe, Patrick Gerard, Intelligence and Research, Office of Analysis for the Soviet Union and Eastern Europe
Linton, Tanja Marie, Bureau of Personnel, Office of Foreign Service Career Development and Assignments
Morin, Marilyn Jean, Intelligence and Research, Office of Politico-Military Analysis
Morris, Marjorie Ann, Foreign Service Institute
Roberts, Loretta A., Bureau of Personnel, Office of Civil Service Career Development and Assignments
Stricker, Carol L., Office of the Deputy Assistant Secretary for Operations
Swankowski, Steve T., Office of Security
Tompkins, Patricia, Diplomatic Pouch and Courier Services
Topasna, Angie S., Passport Agency, San Francisco
White, Donna V., Inter-American Affairs, Office of Mexican Affairs

GS–6

Brown, Cavsaundra, Bureau of Consular Affairs
Ceccarelli, Sandra Ann, Office of Security
Daly, Adele, Foreign Service Institute
Harris, Frances R., Office of Security
Hill, Carolyn S., Office of Citizens Consular Services
Johns, Geraldine K., Foreign Affairs Data Processing Center
Lester, Christine D., Passport Agency, Miami
McMillan, Cheryl D., Bureau of Personnel, Office of Performance Evaluation
Middleton, Kimberly B., Office of Protocol
Persons, Karen R., Passport Agency, Houston
Reddon, Bessie E., Office of Security
Rife, Marlene M., Passport Services
Smith, Pamela A., Citizens Emergency Center
Tolbert, Colette N., Inter-American Affairs, Office of Andean Affairs
Williams, Bernice Lee, Economic and Business Affairs

GS–7

Cassell, Marie A., Bureau of Personnel, Office of Recruitment, Examination and Employment
Clark, Debra C., Passport Services
Cooper, Kyna D., Intelligence and Research, Office of Intelligence Coordination
Cooper, Muriel M., Intelligence and Research, Office of Economic Analysis
Davila, Wanda L., Passport Services
Hodge, Clarence G., Passport Agency, Houston
Hunter, Nora T., Politico-Military Affairs
Lively, Elizabeth G., Oceans and International Environmental and Scientific Affairs, Office of Food and Natural Resources
Mackell, Christine X., Economic and Business Affairs, Office of International Trade
McKinney, Myra R., Office of the Comptroller, Fiscal Operations
Neal, Fredereck, Passport Agency, Miami
O'Keefe, Thomas J., Passport Services
Scholl, Philip P., Foreign Affairs Information Management Center
Scholl, Patrick Daniel, Passport Agency, Washington
Simpson, Gwendolyn A., Intelligence and Research, Office of Intelligence Coordination
Turner, Willistine D., European and Canadian Affairs

GS–8

Faxio, Linda M., Executive Secretariat, Information Management Section
Fearwell, George A., Office of Communications, Communications Center Division
Pigg, Mary Theresa, Office of Security
Robinson, Jones O., African Affairs
Varona, Joyce M., Economic and Business Affairs
Young, Thomas S., Office of Communications, Communications Center Division

GS–9

Barbarin, Joy C., Passport Agency, New Orleans
Black, Kathryn E., Passport Agency, San Francisco
Boudreau, Paul E., Foreign Affairs Information Management Center
Burks, Dorothy Ann, Passport Agency, San Francisco
Cormier, Elizabeth C., Passport Agency, Boston
Costigan, Marilyn L., Passport Agency, Boston
Dunn, Gwendolyn, Foreign Affairs Data Processing Center
Foreman, John M., Foreign Affairs Data Processing Center
Haynes Jr., Alfred O., Foreign Affairs Data Processing Center

Hill, Eunice Edwards, Foreign Service Institute
Jackson, Pauline, Foreign Affairs Information Management Center
Long, Matilda, Passport Agency, New York
Lupo, Maria F., Passport Agency, New York
Milne, Kathleen B., Office of the Secretary
Nicholson, Sandra L., Passport Agency, Boston
O'Connor, Carol A., Passport Agency, Boston
Pringle, Emma L., Passport Agency, Miami
Shorts, Joan A., Economic and Business Affairs, Office of East-West Trade
Trottier, Paul J., Intelligence and Research, Office of Analysis for Near East and South Asia
Ward Jr., Marvin E., Foreign Affairs Data Processing Center

GS–10
Carter, James V., Office of Communications, Communications Center Division
Cooper, Glendena C., Passport Agency, Miami
Eldon, Geraldine F., Passport Agency, New York
Gress, Shirley D., Passport Agency, New York

GS–11
Berryhill, Mary L., Office of Supply, Transportation and Procurement
Case, Kathleen G., Bureau of Administration, Personnel Management Division
Ioffreda, Angelo S., Intelligence and Research, Office of Analysis for Inter-American Affairs
Kleiboeker, Jenness, Intelligence and Research, Office of Intelligence Liaison
Munroe, Stephen D., Passport Services
Patin, Theresa Marie, Legislative and Intergovernmental Affairs
Pleasants, Rita F., Intelligence and Research, Office of Intelligence Liaison
Riordan, Jerris Kathleen, Intelligence and Research, Office of Intelligence Liaison

GS–12
Connors, Brenda L., Office of Protocol
Holliday, Carolyn P., Citizens Emergency Center
Jackson, Jean D., Office of Protocol
Kreisberg, Donna B., Bureau of Public Affairs, Office of Public Communication
Pierce III, James, Intelligence and Research, Current Intelligence Staff
Somerville, Carol Baxter, Office of Protocol

GS–13
Buckley, Abigail A., Foreign Affairs Information Management Center
Lent, Brigitte, Office of the Deputy Assistant Secretary for Operations

GS–15
Wirth, David A., Office of the Assistant Legal Adviser, Oceans, Environment and Scientific Affairs

XP–7
Carroll, Michael B., Foreign Affairs Information Management Center

XP–9
Young Jr., Watt Sylvester, Foreign Affairs Information Management Center □

Appointments

Apel, Alison Virginia, Bureau of Personnel
Bodansky, Daniel M., Office of the Legal Adviser
Boren, Rita, Office of the Deputy Assistant Secretary for Operations
Breeden, Tina M., Passport Service
Caffrey, Edward J., Information Systems Office, Systems Design and Programming Division
Dean, Tina, Stockholm
Diggs, Tara A., Pre-Assignment Center
Dunn, Howard Mayer, Office of Foreign Buildings
Erickson, Hang Thi, Kingston
Fogel, Miyuki, Foreign Service Institute
Frangieh, Bassam K., Foreign Service Institute
Frank, Robin Jo, Office of the Assistant Legal Adviser, Management
Funk, Martha Ann, Refugee Programs
Graham, Benita M., Pre-Assignment Center
Hagedorn, Katherine J., Bureau of Public Affairs, Office of the Historian
Hicks, Joann, Passport Services
Holloman, Susan, Passport Services
Holt, Valencia, Bureau of Personnel, Office of Management
Johnson, Dolly Ann, African Affairs
Kennedy, Loretta G., Office of Communications, Foreign Operations
Keptney, Cynthia R., Passport Agency, Houston
Koenig, Efthalia N., Berlin
Krucelyak, Sandra, Foreign Service Institute
Lancaster, Paula Carlette, Foreign Service Institute
Leonard, Ayesha, European and Canadian Affairs
Marcoux, Susan Marie, Office of Foreign Buildings
McComsey, James M., Office of Communications
Miner, William G., Office of Foreign Buildings
Moulton, Kim Y., Pre-Assignment Center
Murphy, Richard James, Pre-Assignment Center
Nielsen, Annemarie S., Foreign Service Institute
Pickering, Margaret S., Office of the Assistant Legal Adviser, Consular Affairs
Rhodes, Walter, Pre-Assignment Center
Rice, Peter R., Office of Financial Services
Romagnoli, Julius S., Office of Information Systems Security
Schellstede, Sangmie C., Foreign Service Institute
Seldowitz, Rosalinda, Tel Aviv
Shane, Jeffrey N., Economic and Business Affairs, Office of Transportation Affairs
Shemanski, Gloria T., Munich
Singer, Michael T., Bonn
Sisco, Thomas A., Passport Agency, Miami
Smith, Mary Katherine, Bureau of Personnel, Office of Performance Evaluation
Taylor, Monica Evette, Pre-Assignment Center
Timmons, Kim R., Passport Services
Trivisani, Francesca M., Port-of-Spain
Ussery, Elbert Michael, Near Eastern and South Asian Affairs
Watkins, Elizabeth B., Office of the Comptroller, Budget and Planning
Weaver, Ralph S., Bureau of Personnel, Office of Management
Whiddon, Gloria A., Oceans and International Environmental and Scientific Affairs, Office of Environmental and Health Affairs
Wicker, Kevin, Pre-Assignment Center
Wolf, Janice M., Bureau of Personnel, Office of Recruitment, Examination and Employment
Yamamoto, Risa Lynn, Office of Financial Services
Young, Thomas J., Passport Services
Zaki, Cynthia S., Passport Agency, San Francisco
Zardi, Valentino, Foreign Service Institute □

Reassignments

Archie, Frances M., Intelligence and Research, Office of Analysis for Near East and South Asia to International Organization Affairs, Office of International Development

Brown, Marie A., Pre-Assignment Center to Bu-

reau of Public Affairs, Office of Public Communication

Christopher, Michelle E., Pre-Assignment Center to Bureau of Personnel, Office of Foreign Service Career Development and Assignments

Dees, Gertrude F., Pre-Assignment Center to Near Eastern and South Asian Affairs

Gonzales, Rebecca E., Bureau of Administration to Foreign Affairs Information Management Center

Hannon, Katherine E., Office of the Comptroller, Budget and Planning to Economic and Business Affairs, Office of Energy Consumer-Country Affairs

Hartgrove, Faye V., Bureau of Consular Affairs to Visa Services, Office of Public and Diplomatic Liaison

Herman, Daniel A., Bureau of Public Affairs, Office of Press Relations to Office of Security

Hollingsworth, Cecilia L., Intelligence and Research, Office of Intelligence Liaison to Intelligence and Research, Office of Economic Analysis

Johnson, Barbara A., Oceans and International Environmental and Scientific Affairs, Office of Ocean Law and Policy to Bureau of Personnel

Lyles, Donald R., Politico-Military Affairs to Bureau of Consular Affairs

Maxwell, Lawanda D., Pre-Assignment Center to Bureau of Personnel, Office of Foreign Service Career Development and Assignments

McBride, Ann Christine, Pre-Assignment Center to Office of Protocol

Milner, Amy M., Office of the Under Secretary for Management, Executive Office to Bureau of Personnel, Office of Civil Service Career Development and Assignments

Oshima, Wayne A., Bureau of Personnel, Office of Recruitment, Examination and Employment to Bureau of Consular Affairs

Rose, Alice D., Pre-Assignment Center to Office of Protocol

Sandloop, Jeanine L., Bureau of Human Rights and Humanitarian Affairs to Office of Information Systems Security

Schaubel, Patsy B., Office of the Ambassador at Large to Office of the Legal Adviser

Stricker, Carol L., Office of the Deputy Assistant Secretary for Operations to Office of Security

Swenson, Elaine Carolyn, Office of the Special Adviser to the Secretary for Arms Reduction Negotiations to Oceans and International Environmental and Scientific Affairs, Office of Cooperative Science and Technology Programs

Warzywak, Esther Janie, Economic and Business Affairs, Office of International Finance and Development to Passport Services

Wilson, Chenise A., Bureau of Personnel, Office of Civil Service Career Development and Assignments to Foreign Affairs Data Processing Center □

Resignations

Bell, Yolanda Yvette, Passport Services

Blocker, Deborah Jean, Office of Security

Bristol, Kim R., Passport Agency, Boston

Britt, Vanessa Ann, Office of Communications, Communications Center Division

Britz, Margaret P., Passport Agency, New Orleans

Brown, James H., Office of Facilities Management and Administrative Services

Copeland, James T., Passport Services

Fairbanks III, Richard M., Office of the Ambassador at Large

Farrall, Gilbert L., Passport Services

Fowler, Barbara J., Office of Communications, Maintenance and Logistics Division

Gebran, Maha, Economic and Business Affairs, Planning and Economic Analysis Staff

Gerson, Allan, U.S. Mission to the United Nations

Halstead, Saadia, Foreign Service Institute

Han, Lori Jean, Passport Agency, San Francisco

Harris, Maurice, Passport Agency, Chicago

Henderson, Michael A., Office of Supply, Transportation and Procurement

Hildebrand, Lutchiae A., Economic and Business Affairs, Office of International Trade

Holton, Howard L., Foreign Affairs Data Processing Center

Jannino, Karen A., Passport Agency, Boston

Johnson, Vivian Yvette, Executive Secretariat

Joseph, Linda E., Passport Services

Kimbro, Michelle Lynn, Office of Supply, Transportation and Procurement

Lord, Suzanne K., Bureau of Administration

Manly, Meredith M., Classification/ Declassification Center

Miller III, William Scott, Office of the Under Secretary for Management

Morgan, Michelle Ann, Passport Agency, Washington

Newhall, Stacey Leigh, Passport Agency, Boston

Noel, Terry M., Passport Agency, Houston

Osborn, Rena L., Office of the Inspector General

Phillips, Terasa A., Passport Services

Randolph, Raymond Sean, Office of the Ambassador at Large

Reinburg, Mary Katherine, Office of Overseas Citizens Services

Roache, Brenda A., Economic and Business Affairs, Office of International Finance and Development

Robinson, Dianne M., Office of Southern African Affairs

Rusby, Paul B., Near Eastern and South Asian Affairs

Simms, John W., Classification/ Declassification Center

Stackhouse, Braxtina J., Office of the Deputy Assistant Secretary for Operations

Tavlas, George S., Economic and Business Affairs, Planning and Economic Analysis Staff

Tolson, Demetria E., Foreign Affairs Data Processing Center

Valentine, Tyrone, Passport Agency, Washington

Valis, Maureen, Foreign Service Institute

Verrier, Jacqueline, Office of Overseas Schools

Ward, Janice Marie, Passport Agency, Houston

Wiggins, Bernard R., Pre-Assignment Center

Williams, Robert Eric, Passport Agency, Los Angeles

Woods, Vicky E., Executive Secretariat □

Retirements

Barber, Albright, Office of Facilities Management and Administrative Services

Compton Jr., Samuel E., Economic and Business Affairs

Culley, William, Foreign Affairs Information Management Center

Diroll, William T., Economic and Business Affairs, Office of International Trade

Holdaway, Margaret D., European and Canadian Affairs

Kawamoto, Sayoko O., Foreign Service Institute

Matusek, Ivan V., Intelligence and Research, Office of Analysis for the Soviet Union and Eastern Europe

Park, Benjamin N., Foreign Service Institute ■

Personnel: Foreign Service

Appointments

Airhart, Ruth Ann, Port-au-Prince
Amshey, Bonnie J., Asuncion
Anderson, Beatrice B., Bamako
Barron, David C., Monrovia
Bart, Gerda M., Kinshasa
Beck, Maria Del Rosario, Mexico
Blood, Patricia M., Yaounde
Bort, Christopher J., Office of Communications
Brackden, Judy W., Zagreb
Brayton, Holly L., Monrovia
Broughton, Cathy M., Riyadh
Burns, Charles J., Athens
Butner, Irene, Yaounde
Chesser, Wendy M., Oslo
Copenhaver, Judy J., Panama
Covington, Karl W., Abidjan
Danizio-To, Terese A., Ouagadougou
Davnie, Charlotte Ann, Chiang Mai
Devito, Maria Jose, Guatemala
Dirks, Delphia B., Belgrade
Dominessy, Maria Luisa, Yaounde
Doss, Nancy J., Frankfurt
Erickson, Dorothy D., Yaounde
Fisher, June J., Brasilia
Frago, Donna J., Guatemala
Hahn, Rudy P., Kinshasa
Hamdy, Mona H., Bamako
Hilliard, Celia R., Dhaka
Hoover, Jane K., Bandar Seri
Iacovoni, Darlene Ann, New Delhi
Jackson, Kim M., Bamako
Jorgenson, Nancy Jane, Monterrey
Katz, Maurice J., Vienna
Kirkland, Tamara L., Budapest
Klinger, Carol J., Lagos
Lacolla, Gerard A., Office of Foreign Buildings
Lending, Celeste M., Brussels
Lightfoot, Felicia A., Port-of-Spain
Lima Jr., Vincent Charles, Office of Communications, Maintenance and Logistics Division
Lindsay, Kelly, Frankfurt
Long, Gloria G., Colombo
Lopez, Helena L., Jerusalem
Matchey, Paul M., Seoul
McAuley, Kathryn,

AFRICAN AFFAIRS—At chiefs-of-mission conference in Washington, first row: *Edward L. Killham*, bureau; *John Blane*, Chad; *Chester A. Crocker*, assistant secretary; *Robert G. Houdek*, (designate) Uganda; *John M. Yates*, Cape Verde; *Robert H. Miller*, Ivory Coast; *Frank G. Wisner*, bureau. Second row: *Robert T. Hennemeyer*, The Gambia; *Larry C. Williamson;*, Gabon; *Peter S. Bridges*, Somalia; *Hume A. Horan*, Sudan; *Theodore C. Maino*, Botswana; *James K. Bishop*, bureau; *Irvin Hicks*, Seychelles; *David J. Fischer*, bureau. Third row: *Princeton Lyman*, bureau; *Francis S. Ruddy*, Equatorial Guinea; *Thomas W. M. Smith*, Nigeria; *Richard W. Bogosian*, Niger; *Myles R.R. Frechette*, Cameroon; *Brandon H. Grove Jr.*, Zaire; *Leonardo Neher*, Burkina-Faso; *Owen W. Roberts*, Togo. Fourth row: *Shirley L. Abbott*, Lesotho; *William L. Jacobson*, (designate) Guinea Bissau; *Howard K. Walker*, bureau; *Robert E. Fritts*, Ghana; *Edward Brynn*, Comoros; *George E. Moose*, Benin; *Paul J. Hare*, Zimbabwe; *John P. Ferriter*, Djibouti. Fifth row: *James D. Rosenthal*, Guinea; *Alan W. Lukens*, Congo; *Natale H. Bellocchi*, Botswana; *Peter W. Lande*, bureau; *John W. Shirley*, Tanzania; *Weston Adams*, Malawi; *William P. Pope*, Embassy Paris. Sixth row: *Edward J. Perkins*, Liberia; *David L. Lyon*, bureau; *Peter J. de Vos*, Mozambique; *James R. Cheek*, (chargé) Ethiopia; *Gerald E. Thomas*, Kenya; *William B. Robertson*, bureau; *Arthur W. Lewis*, Sierra Leone; *Harvey F. Nelson Jr.*, Swaziland.

Guangzhou
McIntyre, Norajane, New Delhi
McKee, Patricia B., Kingston
Miles, Sharon A., Belgrade
Mills, Sueann N., Harare
Nist, Sally J., Malabo
Pastirik, Lindsay Ann, Lagos
Potter, Donald Franklin, Sanaa
Ramos, Erlinda V., Port-au-Prince
Ritenour, Cheryl D., Bamako
Rose, Karen S., Caracas
Rounds, Sandra M., Athens
Sablad, Antonietta R., Beijing
Sanders, Brett Howard, Kinshasa
Sanders, Monica L., Kinshasa
Scanlan, Malia Jane, Belgrade
Scott, Janet M., Yaounde
Slusarczyk, Theodore J., Bureau of Personnel
Smith, Diane E., Ottawa
Smith, Joseph T., Office of Security
Stacey, Katherine L., Accra
Stephan, Deborah A., Buenos Aires
Warner, Vanessa M., Harare
Weidman, Catherine C., Ottawa
Weisshaupt, Suzanne, Douala
Whitehead, Hatsumi, Ankara
Widenhouse, Stephen M., Frankfurt
Wilcox, Elizabeth, Kingston
Wilford, Jean C., Baghdad
Williams, Merinda A., Paris
Williams, Pamela D., Frankfurt
Williamson, Kathleen Ruth, Colombo
Wingate, Effie E., Moscow □

Transfers

Balach Jr., Steve Joe, Yugoslavia to Manila
Barnett, Elizabeth, International Organization Affairs, Office of U.N. Political and Multilateral Affairs to Foreign Service Institute, Language Training
Battle, Vincent M., Oman to Port-au-Prince
Bell Jr., James P., Colombia to Inter-American Affairs
Bill, Frank L., Commerce Department to Near Eastern and South Asian Affairs
Bishop, Joseph A., Zaire to Mbabane
Blake Jr., Melville E., Bermuda to European and Canadian Affairs
Buckley, Daniel George, Egypt to Office of Communications
Bump III, William H., Tanzania to Office of Communications
Burghardt, Amy Jo, Near Eastern and South Asian Affairs to Dhahran
Burke, Thomas J., Office of West African Affairs to Maseru
Carroll, Thomas P., European and Canadian Affairs to Istanbul
Chapa Jr., Francisco, Zaire to Office of Communications
Chenevert, A., Bernadine, Jordan to Athens
Clifford, Mary Ruth, Bangladesh to Niamey
Cokenias, Diane, Hong Kong to East Asian and Pacific Affairs
Conlon, Odelia Claire, Netherlands to Foreign Service Grievance Board
Cookson, Robert S., Liberia to Office of Communications
Davis, Gwendolyn, France to Luxembourg
Day, Frank E., Venezuela to Guangzhou
Deck, Thomas S., Liberia to Office of Communications
Denison, Sue Ellen, Zimbabwe to Belgrade
Desombre, Marjorie M., Canada to Khartoum
Ferguson, Earl A., International Narcotics Matters to Foreign Service Institute, Language Training
Finch, Lawrence E., Italy to European and Canadian Affairs
Flanagan, Brian B., Kenya to Politico-Military Affairs
Gathers, S. Kathryn, Algeria to Athens
Goldschmidt, Michael A., Near Eastern and South Asian Affairs to Information Systems Office, User Support Services Staff
Goldstein, Martin, Office of Communications, Maintenance and Logistics Division to Office of Communications, Communications and Planning Engineering Division
Goodman, Dennis C., U.S. Mission to the United Nations to International Organization Affairs
Gregg, Jennifer A., Switzerland to European and Canadian Affairs
Gutschmit, David A., Philippines to East Asian and Pacific Affairs
Halliburton, Suneta Lyn, Switzerland to Naples
Hanson, Christopher J., Office of Communications to Moscow
Harrington, Dennis Patrick, Inter-American Affairs, Office of Press and Public Affairs to Foreign Service Institute
Haynes, Mary K., Switzerland to European and Canadian Affairs
Hazzard, Carol Lynn, African Affairs to Djibouti
Healey, Daniel O., Office of Security to Foreign Service Institute, Language Training
Hricik, Mary A., India to Office of Communications
Hughes, Barbara F., Soviet Union to Office of Southern African Affairs
Hunter, Donald C., Near Eastern and South Asian Affairs to Office of the Deputy Assistant Secretary for Operations
Jarek, Raymond V., Soviet Union to Kinshasa
Jazynka, Mary, Liberia to Bureau of Personnel, Office of Foreign Service Career Development and Assignments
Johnson, Kevin M., Colombia to Bonn
Johnson, Matthew Eric, Training Complement to Nassau
Jones, Douglas Hugh, European and Canadian Affairs to Bureau of Consular Affairs, Public Affairs Staff
Joseff, Dorothy B., Djibouti to Conakry
Kavalec, Kathleen Ann, Training Complement to Moscow
Kavaler, Howard C., Pakistan to Jerusalem
Keeton, Margaret Ellen, United Kingdom to Ouagadougou
Knutsen, Larry D., Algeria to Manila
La Fleur, Christopher J., France to Tokyo
Lalas, Steven J., Yugoslavia to Istanbul
Lopez, Siria R., Canada to Near Eastern and South Asian Affairs
Love, Ruth, Cameroon to Kathmandu
Maguire, Charles G., France to Lagos
Mann, Linda R., United Kingdom to Prague
Matthews, Ruth S., Brazil to Monterrey
Moran, Kathleen M., Denmark to Guangzhou
Mueller, Jonathan D., Ecuador to Santo Domingo
Nathness, Sarah Louise, Inter-American Affairs to Visa Services, Office of Field Support and Liaison
Newberry, Daniel O., Istanbul to European and Canadian Affairs
O'Keefe, Francis M., Cameroon to Johannesburg
Olson, John A., Inter-American Affairs to Kingston
O'Mahony, Joseph E., Economic and Business Affairs, Office of International Commodities to Bureau of Personnel, Office of Recruitment, Examination and Employment
Palcer, John A., Germany to Office of Communications
Phillips, Randal L., East Asian and Pacific Affairs to Kuala Lumpur
Pickering, N. Bruce, Inter-American Affairs, Office of Southern Cone Affairs to

FOREIGN SERVICE INSTITUTE—Clerical Skills Division graduates, row 1, left to right: *Adrian Daniel, Anne Killea, Barbara Noyer, Joanne Boykin, Myrna F. Harrison, Jacqueline Cornio, Carole A. Wolf, Beverly N. Herd.* Row 2: *Janie Miller* (course chairwoman, *Lorraine Clarke, Margarete-Rose Pagano, Cecilia Keller, Elizabeth Miller, Patricia J. Chambers, Celia Weill* (hidden), *Kathy Harris, Charlene Carter, Elizabeth Conway, Sarah Johnson.* Row 3: *Cynthia L. Andrews, Richard Ecker, Eugene Turner, Neil Graham.*

Politico-Military Affairs

Priscilla, Anna T., Zaire to Office of Communications

Rachko, Jennifer A., Tanzania to Yaounde

Ramseur, Harvey F., Office of Protocol to Foreign Service Institute, Language Training

Rohal, John A., Philippines to Karachi

Roppe, Dorothy Ann, Peru to Rangoon

Rosenbluth, James Merrill, Jamaica to Inter-American Affairs

Rosinski, Joseph T., Liberia to Office of Communications

Rubenstein, A. Irwin, Inter-American Affairs to Guadalajara

Sacchet, Edward Michael, Special Domestic Assignments Program to Office of the Inspector General

Sartorius, James, International Organization Affairs, Office of Communications and UNESCO Affairs to International Organization Affairs, Office of International Economic Policy

Schmitz, Charles A., European and Canadian Affairs to Foreign Service Institute, University Training

Shippy, Amelia Ellen, Executive Secretariat, Operations Center to Secretariat Staff

Slusarczyk, Theodore J., Soviet Union to Bureau of Personnel

Smith, Richard J., Economic and Business Affairs, Office of International Finance and Development to Oceans and International Environmental and Scientific Affairs

Smock, Donald L., Israel to Singapore

Staples Jr., John E., Greece to Office of Communications

Story, Daniel E., Liberia to Office of Communications

Sweeney, Eugene Paul, Kuwait to Tel Aviv

Wehner, Walburga F., European and Canadian Affairs to Berlin

White, Robert H., African Affairs to Antananarivo

Whitney, Jane, Office of the Legal Adviser to Bureau of Administration

Winder, Joseph A., East Asian and Pacific Affairs to Policy Planning Staff

Wooten, Richard R., France to Office of Communications

Yates, David Lee, Thailand to Office of Communications

Zabriskie, Peter J., La Paz to Kingston □

Resignations

Alter, Patricia, Chiang Mai

Balestracci, Kathryn, Paris

Brennan, Joyce, Arms Control and Disarmament Agency

Cardola, Anthony C., The Hague

Ciorlieri, Lisa B., Bureau of Personnel, Office of Foreign Service Career Development and Assignments

Cipriano Jr., Joseph J., Kuwait

Davis, Joanne C., Riyadh

Dollbois, John E., Luxembourg

Donovan, Joann O., Niamey

Dooley, Kathleen J., London

Duffy, Joseph J., Berlin

Gilbert, Teena M., Dhaka

Healy, James Thomas, Beijing

Hewitt, William A., Kingston

Hudson-Ziegler, Joszet, International Organization Affairs, Office of Communications and UNESCO Affairs

Kramer, Annette T., Bucharest

La[illegible]n, Ronald A., Rangoon

Libe[illegible]. James Robert, Office of Southern African Affairs

McAuley, David, London

Miles, Sharon A., Belgrade

Peterson, Adora M., Nassau

Reams, Joanne P., London

Retherford, Mary Ellen, Seoul

Robinson Jr., Paul H., Ottawa

Rossi, Cesarina, Montreal

Schlosser, Diane M., Tunis

Schwarz, Jeffrey J., Office of Security

Smith, Kimberly J., London

Young, Loretta, Sudan □

Retirements

Fitzgerald, Margaret M., Inter-American Affairs

Hart, Samuel F., Office of Management Operations

Hummel Jr., Arthur W.,

China
Newberry, Daniel O., European and Canadian Affairs
Olsen, Arthur J., Intelligence and Research, Office of Analysis for Western Europe
Park, Robert E., Belgrade
Reed, John H., Colombo
Verschuur, Jan B., Economic and Business Affairs □

Correction

Contrary to the listing in the November issue, Leo F. Cardillo has not resigned from the Foreign Service. □

Foreign Service nominations

The Senate has received the following nominations:

Appointment as FSO-2 consular officer and secretary:
Marshall F. Atkins

Members of the Foreign Service of State, Commerce and USIA to be consular officers and/or secretaries:

Consular officers and secretaries
John Quincy Adams Jr.
Pauline T. Albright
David William Ball
Mary Frances Bentz
Renee Nichele Brooks
Anne E. Clausing
Evelyn Aleene Early
Joao Maria Ecsodi
Janet L. Edmonson
Silvia Eiriz
Robert Joseph Faucher
David R. Fitzgerald
Joseph S. Ford
Robert Stephen Ford
Max L. Friedersdorf
Bernard Gainer
Julie A. Garrett
Franklin J. Gilland
Ann Vincent Gordon
Stanley R. Guzik
Constance Hammond
Richard Dale Haynes
Virginia M. Holte
A. Joan Walsh Howland
Thomas Keith Huffaker
Patricia White Johnson
Henry Edward Kelley
Judy L. Kerchner
Deborah Lynne Kingsland
Donald J. Kluba
Bruce A. Krause
Mark S. Kryzer
Edward Chung-Yuan Lee
Noelle L'Hommedieu
Kirk D. Lindly
Mary Kay Loss
Bruce Alan Lowry
Eric Manuel Maestas
Thomas James Magee
Elizabeth Manak
Carol Marks
Betty Harriet McCutchan
Brian Moran
Thomas F. Morrow
Cameron Phelps Munter
Mark A. Murray
Krishan Kumar Hans Nanda
Marcia Nye
Andrea I. O'Kington
Mitchell Evan Optican
Gardiner P. Pearson
Pat E. Perrin
Nancy Bikoff Pettit
Marjorie R. Phillips
Robert W. Richards
Keith E. Riggins
Sturgis Grew Robinson
Norman T. Roule
Alvin David Rutledge
Lee M. Sands
Edmund R. Saums II
Kenneth Bernard Schmitz
Richard Kirk Sherr
Paul Sigur
Peter N. Sinegal
Kristen Brunemeier Skipper
Gregory W. Smith
Mark Brian Stein
Nance M. Styles
Dona Riddick Tarpey
Donald Gene Teitelbaum
James Lafayette Traweek
Claudette M. Trout
Mary Kottke Vincent
Dianne M. Vogel
James Bowen Warlick Jr.
Evelyn Wheeler
Avon Nyanza Williams III
Karen L. Woodworth
Marilyn Wyatt

Consular officers
Ira E. Kasoff
Jay A. Rini
Barbara L. Y. Slawecki
Daniel L. Thompson
George G. Wood

Secretaries
Vicky C. Eicher
Maurice J. Katz
Beaumont A. Lower
Richard J. Newquist
Vincente Tang □

Standards board

The 1985 Foreign Service Standards Board convened in the Department to review the files of officers in classes FS-2, FS-3, and FS-4 who have been referred to it by the selection boards. Charles E. Emmons, minister-counselor in the Senior Foreign Service, is board chairman. The members, all in class FS-1, are Joanna W. Martin, John Hargraves Lewis and Richard P. Livinston. □

Grievance rights

Final regulations on grievance rights of employees have been issued by the U.S. Office of Personnel Management. The complete text is available in the Office of Civil Service Career Development and Assignments, Room 2429. ■

FOREIGN SERVICE INSTITUTE—Clerical graduates, first row, left to right: *Tammy Young, Jami Yacob, Patrice Dishman, Kimberly Quarles, Creana R. Beasley, Evelyn Garvey.* Second row: *Vienna K. Baganz, Melanie Audette, Barbara Doerfler, Linda Perry, Mary L. Drain, Margot Marino, Janie Miller* (course chairwoman), *Ruby Alston, Esther J. Butler.* Third row: *Judith Groves, Philip Young, Tondelayo Bishop.*

Disciplined Writing and Career Development

Words proliferate—even prepositions do

They become full-blown (inflated) phrases

By Mortimer D. Goldstein

THIS IS THE SECOND and concluding column on my fourth principle of disciplined writing: "Waste no words and keep your writing lean."

This is the 10th installment in this series. The author, whose assignments included the Policy Planning Staff, has retired from the Department.

Verbosity in prepositions

The preposition seems to be an especially powerful magnet for circumlocution. Check your own writing and see how often you use a phrasal preposition (several words) and how seldom it works better than a single, equivalent word. Phrasal prepositions may be useful in some contexts, but often they do nothing but add a superficial impression of importance or help you avoid the discipline of finding the right, simple word. Some of them sound lawyer-like and thus are irresistible to bureaucracy at its worst.

Mr. Goldstein

The following list comprises a number of phrasal prepositions and similar expressions opposite the shorter equivalents that you should use whenever they'll fit:

Phrasal constructions	Shorter equivalents
Along the lines of	Like
At all times	Always
At the present time	Now, currently
At the time of	During, while
By means of	With, by
Despite the fact that	Although
For the purpose of	For, to
In a manner similar to	Like
In a position to	Can, may
In connection with	In, of, an
In order to	To
In regard to	About, concerning, on
In relation to	About, concerning, on
In the amount of	For
In the case of	Concerning, if, in
In the event of	If
In the near future	Soon
In view of the fact that	Since, because
On behalf of	For
Pursuant to	Under
Relative to	About, concerning, on
Until such time as	Until
With reference to	About, concerning, on
With regard to	About, concerning, on
With respect to	About, concerning, on

Absolute words—incomparables

An absolute word is complete in itself and can't accept intensifying modifiers or use in the comparative or superlative degree. Theodore Bernstein points out that, if you tolerate the modification of a word that is clearly absolute—an "incomparable" word—"you'll promote the erosion of its meaning. If "more unique" or "very unique" is acceptable, what word will you use to mean "the only one of its kind"? If you're overwhelmed by the uniqueness of something, I suggest that you say "notably unique" or "strikingly unique" and not something silly like "most unique."

There's room for argument about what words should be considered absolute or incomparable. Authorities may and do differ on some. Bernstein offers a "modest" list of examples that contains many absent from a much longer list in "Effective Revenue Writing." Here's a combination of the two lists, the adverbial form being omitted when an adjective is given:

absolute	infinite
complete	perfect
correct	perpendicular
dead	preferable
equal	round
eternal	secondly
exact	square
fatal	supreme
final	total
full	unanimous
horizontal	unique
immortal	universal

You no doubt noticed the inclusion of "perfect." Please don't protest to the editor of State on the ground that the preamble of the U.S. Constitution speaks of "a more perfect Union." You'll have better luck writing to Gouveneur Morris, Committee on Detail of the Federal Constitutional Convention, Philadelphia, Pa.

Verbosity in verbs

I've already explained (see June and July issues) that succinctness is one reason for preferring the active voice to the passive, and for using verbs rather than nouns to express action. That's not the whole story about wordy verb usage; I have at least three more points to make.

Old-fashioned bureaucratic writing wouldn't be right without the liberal and usually unnecessary use of such euphemistic or timid expressions as *is not prepared to, cannot see our way to, cannot consider, will take steps to,* and *tend to.* Why do you write "We are not prepared to accept the proposal to . . ." when you mean "We cannot accept . . ."? Are you hinting that you might accept the proposal later? And why do you write "In current circumstances, we tend to think . . ." when you really mean "In current circumstances, we think that . . ."? Why the timidity

when the shorter expression allows you to change your mind if circumstances change?

Another common source of verbosity in verbs is the attachment of an adverbial particle to a simple verb, not to change its meaning but for no apparent purpose. You can properly use "put on," "put off," "put out," "put up," "put up with" and "put down," since each of them has a different meaning. But when can you justify "sign off" instead of "sign," "start up" instead of "start," "check up on" instead of "check," "consult with" instead of "consult"? I won't say never; I'll say just hardly ever. Conclusion: Avoid adding a particle to a verb unless you intend to modify the meaning of the verb.

A third source of wordiness is the use of a verb and an adverb or adverbial phrase when a different verb would do all the work by itself, as in the following examples:

Verb and modifier	Verb alone
affected adversely	damaged; hurt
spoke very softly	whispered
assigned work excessively	overloaded
arranged in a more orderly way	reorganized
spoke forcefully about	emphasized; stressed
studied in detail	analyzed
conserved carefully	economized
valued too highly	overvalued

In general, when you use several words of whatever kind when one will do, you not only waste paper and the reader's time but you also diffuse the force of your writing.

A miscellany of verbiage

Though the ways of wordiness seem endless, this space is not. So I'll compress this presentation of leftovers by merely listing, with short comments, other words and phrases that rarely earn their keep and seldom would be missed if omitted.

It will be observed that is often just a way of clearing the writer's throat. It usually contributes nothing of substance. The same criticism applies to *it should be noted that* and to *it might be pointed out.*

In this connection is also usually dispensable, though I confess I sometimes use it under time pressure when a transitional phrase seems needed but I can't find a better one.

In terms of, overall, in the case of and *as such* are others that can be added to our list of phrases that rarely will be missed.

A challenge

The following paragraph comprises 155 words, at least 50% more than the number needed to express all of its substance clearly and comfortably. Try to rewrite the paragraph in 100 words at most, in normal prose style, i.e., without resorting to telegraphic compression. If you succeed, you can congratulate yourself on having grasped what may be the most important message these columns can convey.

The depreciation of the value of the dollar in the foreign currency exchange markets is having the effect of generally causing an increase in the cost of operating our offices in most of the countries around the world. In the huge majority, or 93% of the cases, this year's costs will exceed last year's costs for identical staffs and programs. In order to find ways to achieve essential economies in overseas operations, a committee of specialists comprising five in number is being appointed. Perhaps, through their efforts, it may hopefully be possible to keep within the existing limitations of our budget while at the same time maintaining our operations without serious damage to their effectiveness. Each and every one of us must realize that this is a very vital matter of the highest importance. We must be prepared, in particular, to make definite decisions without undue procrastination, in the case of the termination of staff. □

Situation is a favorite of those who love empty, high-sounding words. We don't have *bad weather* but a *bad weather situation*, which I suppose is thought to sound impressive, particularly to audiences of the electronic media. You could make that a bit worse by writing *weather-wise, the situation is bad.* With few exceptions, the addition of "-wise" to the end of a word borders on illiteracy. Let's hope it's a short-lived aberration. A suitable penalty for writing or talking like that would violate the constitutional prohibition against cruel and unusual punishment.

To contrast with that kind of mediocrity, I recall a statement made years ago by William McChesney Martin, chairman of the Federal Reserve Board, in testimony before a congressional committee. Explaining a deterioration in the U.S. economy (not "economic situation") during a hard winter, he said: "Seasonally adjusted, the weather was lousy." It brought down the house.

A parting thought: Beware of redundant "couplets" or "doublets"—wasteful pairs of words, often legalisms, that many use out of habit when a single word would suffice. For example:

any and all	over and above
aid and abet	sole and exclusive
full force and effect	true and correct
null and void	

Repetition

The attack on verbosity doesn't extend to purposeful repetition. Verbosity is the wasteful and usually mindless use of words. Repetition, a legitimate literary device, may be used constructively to explain, show relationships or sum up. Like any other device, it may get out of hand but, if used with discretion, it helps readers keep their bearings in progressing through a long, complex exposition.

NEXT: Linkages ■

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Bureau Notes

The Seventh Floor

Office of the Secretary

On November 16-21, SECRETARY SHULTZ traveled to Geneva to accompany the President to the Reagan-Gorbachev summit conference. During this period the Secretary also met with NATO ministers in Brussels. Traveling with the Secretary were MRS. SHULTZ; personal assistants LORA SIMKUS and ELIZABETH GASTON; M. CHARLES HILL, executive assistant to the Secretary; JOYCE NESMITH, staff assistant to the Secretary; BRUNSON McKINLEY, deputy executive secretary; JONATHAN BENTON and CAROL THOMPSON, special assistants to the Secretary; KAREN GALATZ, special assistant to the Executive Secretary; PATRICK KENNEDY, executive director, Executive Secretariat; Secretariat Staff officers ANGUS SIMMONS, DEBORAH GRAZE, GLYN DAVIES and DANNY McIE; KATE MILNE, secretarial assistant to the Secretary; and SAADIA SARKIS and JACKIE STEIN, secretarial assistants, Secretariat Staff. Also traveling with the Secretary were BERNARD KALB, assistant secretary for public affairs; CHARLES REDMAN, spokesman for the Department; the assistant secretary for European affairs, ROZANNE RIDGWAY, and members of her staff: CHARLES THOMAS, MARK PALMER and MARK PARRIS; Assistant Secretaries RICHARD MURPHY, PAUL WOLFOWITZ, CHESTER CROCKER and ELLIOTT ABRAMS; Ambassadors PAUL NITZE and EDWARD ROWNY and KENNETH ADELMAN, director, Arms Control and Disarmament Agency.

On December 1-2 the Secretary traveled to Grand Cayman, Caymans and Cartagena, Colombia, to attend the opening session of the 15th Organization of American States general assembly. Officers accompanying the Secretary and staff members conducting advance preparations for these trips included. Mr. Hill; Mr. Benton; Ms. Milne; BONNIE ROBERTS, personal assistant to the Secretary; Mr. McKinley; Mr. Kennedy; CHARLES SKELLENGER, general services officer, Executive Secretariat; Secretariat Staff officers NAIM AHMED, TIM COLLINS and KEITH EDDINS; secretarial assistants SHARON OHTA, JACKIE STEIN and MILDRED ENGRAM; operations officer MANUEL ROCHA; Ambassador HARRY W. SHLAUDEMAN; Mr. Kalb; Mr. Abrams, and members of his staff: ROBERT GELBARD and ROBERT KAGAN; RICHARD T. McCORMACK, U.S. representative to the Organization of American States, and National Security Council staffer RAYMOND BURGHARDT.

From December 9-18, Secretary Shultz traveled to London, Brussels, Bonn, Berlin, Bucharest, Budapest and Belgrade. In Brussels he led the U.S. delegations to the NATO and European Community ministerial meetings. He addressed the Pilgrim Society in London and conducted bilateral discussions. In Berlin, the Secretary addressed a press conference and met with Berlin officials for discussions. Secretary Shultz also met with foreign government leaders in Budapest, Belgrade, Bucharest and Bonn, to conduct bilateral discussions. Officers and staff members accompanying the Secretary included: Mr. Hill, Mr. Benton, Ms. Thompson, Ms. Nesmith, Ms. Gaston and Ms. Milne; Mr. McKinley, KAREN GALATZ, CARYN SOLOMON and Mr. Kennedy; Secretariat staff officers ELLEN SHIPPY, deputy director; TIM COLLINS, GLYN DAVIS, Mr. Eddins, NAIM AHMED, ED SMITH, DEBBIE GRAZE and Mr. Mcle; and secretarial assistants DOROTHY SIMMONS, DONNA DEJBAN, MILDRED ENGRAM, BONI BENDER, MARTI SZRAMEK and Ms. Ohta. Department principals accompanying the Secretary included Under Secretary W. ALLEN WALLIS and counselor EDWARD DERWINSKI; Mr. Kalb and staff member MARY ANN YODEN; PETER RODMAN, director, Policy Planning Staff; Ms. Ridgway and members of her staff: Mr. Palmer and Mr. Thomas; and National Security Council staff members PAULA DOBRIANSKY and PETER SOMMER. □

SECRETARY'S OFFICE—*Secretary Shultz* presents Distinguished Service Award to *Arthur Hummel*, former ambassador to China, on his retirement from the Foreign Service.

Office of the Deputy Secretary

Deputy Secretary JOHN C. WHITEHEAD visited Honduras, El Salvador, Costa Rica and Guatemala, November 6-9. He was accompanied by Mr. Abrams; special assistants WESLEY EGAN and WILLIAM BURNS; and personal secretary CYNTHIA LARRE . . . On December 5 Mr. Whitehead addressed the 14th annual convention of the Securities Industry Association, in Boca Raton, Fla. □

Office of the Under Secretary for Political Affairs

On November 6 Under Secretary MICHAEL H. ARMACOST presented a foreign policy overview to some 25 chief executive officers of major corporations, at the Business Council of the United Nations. He also presented a review of the Geneva summit meeting, before the World Affairs Council, November 23, and met with the editorial board of the San Francisco Chronicle, November 25, in San Francisco.

Special assistant WILLIAM ITOH accompanied a delegation from the House Committee on Science and Technology on a visit to Sweden and the Soviet Union. On November 7-8 Mr. Itoh visited Tufts University, to participate in a Fletcher School conference on Singapore . . . Special assistant WILLIAM BROWNFIELD visited Cornell, November 1, to lead a seminar and public debate on U.S. foreign policy in Central America. Mr. Brownfield also accompanied the official U.S. observer delegation to the national elections in Honduras, November 24 . . . Special assistant SUSAN JOHNSON traveled to Rabat and Tunis on consultations, and special assistant DEAN CURRAN had consultations in Paris, Bonn and London . . . Special adviser CYNTHIA BUNTON traveled to Bridgetown, Barbados, to

participate in the conference on democracy in the Caribbean. The conference was hosted by the National Democratic Institute for International Affairs. ☐

Office of the Under Secretary for Economic Affairs

Under Secretary Wallis attended the U.S. congressional summit on exchange rates and the dollar, November 12-13 . . . On November 14-21 he held bilateral economic consultations in New Delhi, Islamabad and Tokyo. He was accompanied by special assistant JOHN MALOTT . . . Mr. Wallis served as the President's personal representative at a preparatory meeting for the Tokyo economic summit, in Kyoto, Japan, November 21-23, accompanied by a member of his staff, international economist SCOTT BROWN. ☐

Office of Protocol

At a White House ceremony on November 5, chief of protocol SELWA ROOSEVELT escorted to PRESIDENT REAGAN the appointed ambassadors of the Congo, Lesotho, Malawi, Sudan, Zambia, South Africa, Grenada, and Burundi for presentation of credentials. Assisting were deputy chief TIMOTHY TOWELL, associate chief RICHARD GOOKIN, assistant chief DOUGLAS HARWOOD, CATHERINE GERARDI, JEAN JACKSON, JOYLEEN COHEN, CHENOBIA CALHOUN, LAWRENCE DUNHAM, LYNN MILLER, TIMOTHY MILBRATH, PATRICK DALY, LINDA BAKER and LINDA MYSLIWY . . . Mrs. Roosevelt escorted the prince and princess of Wales during their visit to Washington . . . Assistant chief CATHERINE MURDOCK assisted and, with protocol press officer MARY MASSERINI, traveled to Palm Beach, Fla., with the official party.

Mrs. Mysliwy coordinated and traveled with the U.S. presidential delegation to the 15th National Day celebrations of the sultanate of Oman; MARK BIEDLINGMAIER, with the U.S. presidential delegation to the Honduran elections; and SAMUEL CASTLEMAN, with the U.S. presidential delegation to Guatemala for its elections, and the U.S. delegation to the ceremonies commemorating the 20th anniversary of the presidency of MOBUTU SESE SEKO in Zaire.

Mrs. Roosevelt escorted members of the diplomatic corps to the Capitol for the President's address before a joint session of Congress on his return from the Geneva summit. Assisting were Mr. Towell, Mr. Gookin, Mr. Harwood, REBECCA BOYD, Ms. Gerardi, Chenobia Calhoun, KIMBERLY MIDDLETON, RANDY BUMGARDNER, PAMELA GARDNER, Mr. Dunham, Mr. Biedlingmaier and MICHELE ROSSI . . . Gifts officer CHRISTINE HATHAWAY traveled with the presidential party to Geneva . . . JAMES MANNING assisted the White House advance team in Geneva with the first lady's schedule.

At the request of Ambassador VERNON WALTERS, Mrs. Roosevelt traveled to New York, November 25, to preside at the swearing-in of the U.S. delegates to the 40th session of the UN General Assembly . . . Mrs. Roosevelt was the presiding official at the swearing-in of WINSTON LORD as U.S. ambassador to China . . . Mr. Towell presided at the swearing-in of ROBERT G. HOUDEK as ambassador to Uganda, JAMES W. SPAIN as ambassador to Sri Lanka and Maldives, ROGER KIRK as ambassador to Romania, MICHAEL SOTIRHOS as ambassador to Jamaica and ALAN L. KEYES as assistant secretary for international organization affairs . . . Mr. Gookin was the guest speaker at a luncheon hosted by the Montgomery County chapter of the Daughters of the American Revolution.

APRIL GUICE, Ceremonials Office, handled arrangements for the luncheon hosted by Acting Secretary JOHN C. WHITEHEAD in honor of American Jewish leaders . . . Mrs. Roosevelt presented a tribute of appreciation to Air Force Captain TIMOTHY MILBRATH as he concluded a temporary assignment in the Office of Protocol. Upon his departure, he presented Mrs. Roosevelt with an Air Force T-shirt and a cup. Captain Milbrath has assumed his duties as aide-de-camp to the secretary of the Air Force . . . Foreign Service officer CYNTHIA THOMAS has been detailed to the Diplomatic and Consular Division . . . CHRISTINE McBRIDE and ALICE ROSE have joined the Protocol Office . . . ERIN WALSH has joined the staff at Blair House. ☐

Administration

Office of Language Services

On November 4 the office welcomed Spanish interpreter RITA BOREN to the staff . . . ANTHONY SIERRA, chief, Translating Division, and staff interpreter BARBARA PHILLIPS traveled to Santa Fe, to lead a contingent of 33 translators and interpreters in support of the ninth Inter-American Indian Conference. Staffers included reviewer MARY BIRD, translators AMY KRINSKY, ELIZABETH LICHTER and DONNA SANDIN, and Spanish interpreter LILLIAN NIGAGLIONI . . . DIMITRY ZARECHNAK, from Washington, and WILLIAM HOPKINS, from Geneva, were dispatched to Moscow, the first week of November, to interpret for SECRETARY SHULTZ during his meetings to prepare for the Geneva summit . . . On November 13, office director HARRY OBST left for Geneva, to coordinate the language support for the summit.

Mr. Zarechnak and contractor WILLIAM KRIMER were assigned as principal interpreters for the President, including handling the simultaneous interpreting at plenary sessions . . . Contractor EUGENIA ARENSBURGER was the principal Russian interpreter for the first lady . . . The remaining events were handled by Mr. Hopkins (Russian), SOPHIA PORSON (French) and contractor DEBORAH GARRETSON (Russian), a professor at Dartmouth College . . . LORALYN ANDERSEN-PETRIE helped with written translations . . . The work by the languages team became the subject of newspaper articles, including pieces in the Washington Post on November 21, the New York Times on November 23 and the Christian Science Monitor on December 2 . . . The summit was the last assignment for Ms. Porson, who joined the staff in March 1960 as interpreter for French and Portuguese. Secretry Shultz received her for a farewell call on November 21. ☐

SEOUL, Korea—Ambassador *Richard L. Walker* presents Meritorious Honor Award and $1,000 cash award to computer systems specialist *Ellen M. Thomas.*

African Affairs

Office of the Assistant Secretary: Assistant Secretary CHESTER CROCKER traveled to Atlanta, to address the Southern Center for International Understanding, November 7 ... He was interviewed by Cable News Network on that day ... On November 13 he addressed the Washington World Affairs Council, on the Horn of Africa, in Washington ... He traveled to London for bilateral discussions on African issues with officials of the United Kingdom foreign and commonwealth office, November 18-19 ... He attended the Geneva summit for special briefings for assistant secretaries, for the purpose of briefing key leaders on results of the summit, November 20-21 ... On November 22 Mr. Crocker traveled to Dakar, Senegal, to brief ABDOU DIOUF, president of Senegal and chairman of the Organization of African Unity, on the Geneva summit ... Deputy assistant secretary WILLIAM ROBERTSON was the luncheon speaker at Shaw University, November 7.

Office of Public Affairs: ROBERT BRUCE participated in a direct-line interview with Central Wyoming College, on the campus radio station, on southern Africa, November 21.

Office of Regional Affairs: Acting director DAVID LYON and assistant multilateral affairs officer BERNADETTE ALLEN traveled to New York, in early October, to prepare for the Secretary's annual Organization of African Unity luncheon ... Fall intern AUDREY EVANS spent a week at the U.S. mission to the United Nations in New York, providing support for bilateral meetings with African leaders ... Mr. Lyon traveled to Montgomery, Ala., to give a speech at the Air Force War College, December 2 ... GREGORY BRADFORD accompanied the bureau delegation to London, for political-military bilaterals with the British. He then traveled separately to Paris, for political-military bilaterals with the French, November 13-21 ... ANN SYRETT accompanied MAUREEN REAGAN to Zaire, to attend the 20th anniversary celebrations of President SESE SEKOU MOBUTU, November 20-25 ... Lt. Col. CHARLES SNYDER was in New Orleans for the African Studies Association conference, November 23-26.

Office of Southern African Affairs: Director JEFFREY DAVIDOW participated in public debates on South Africa at the John F. Kennedy School of Government, at Harvard, and at the University of Virginia law school ... He participated in bilateral meetings in London, November 18-19; spoke at the African Studies Association meeting in New Orleans, November 23-24; and addressed the plenary session of the Sullivan principles signatories, in New York, December 3; and a Business International forum on South Africa, December 4 ... Deputy director RAYMOND F. SMITH participated, November 11, in an African-American Institute-sponsored conference on southern Africa, at Wye Plantation, Md ... He was the luncheon speaker at a conference in New York, November 13, on pros and cons of U.S. business involvement in South Africa ... Deputy director F. A. (TEX) HARRIS gave the keynote address to a conference on South Africa sponsored by New York Trinity Church ... He spoke to the Washington chapter of the International Studies Association, and to audiences in Grand Rapids and Houston ... South Africa desk officer ASHLEY WILLS participated in a program on southern Africa at William and Mary College, and in the Stanley Foundation's 26th conference on "Strategy for Peace," at Airlie House, near Warrenton, Va ... He briefed a group of international studies students from Hampton Sydney College, in the Department, November 5 ... He participated in a debate with the District of Columbia congressional delegate, WALTER FAUNTROY, in early November, on Capitol Hill ... He traveled to Chattanooga, to address the World Affairs Council ... On November 16-17 he gave a speech at Middlebury College ... Deputy South Africa desk officer SUSAN KEOGH briefed a group of 50 adult education students from Montgomery County College on South Africa ... She spoke on educational initiatives in South Africa, at a Carnegie Foundation-sponsored conference at Shaw University in Raleigh, N.C., November 6-7. □

MONROVIA, Liberia—Ambassador *Edward Perkins* presents safe-driving award to *John Sarwon*, shaking hands Liberian-style. Personnel officer *Stephanie Gillespie* is between them.

LUSAKA, Zambia—At award ceremony, left to right: Ambassador *Paul Hare*, *William L. Adams*, *H. McGuire*, *Saul Mayumbo*, *June C. Perry*, *Paul Albers*.

Consular Affairs

Principal deputy assistant secretary MICHAEL H. NEWLIN greeted the hostages of the hijacked Italian cruise liner Achille Lauro when they arrived home in the United States, October 12 . . . On October 20 he represented the Department in the receiving party when the body of murdered passenger LEON KLINGHOFFER was returned to the United States . . . He headed a team in Algiers, November 11–15, to negotiate a U.S.-Algerian consular convention.

VERNON PENNER, deputy assistant secretary for visa services, addressed the mid-level class at the Foreign Service Institute, November 21, on consular challenges and perspectives in the coming decade . . . ALAN OTTO, associate director, Visa Office, participated in the Asia consular conferences in Sydney and Seoul, consulted in Bangkok, and represented the bureau at the Japan in-country consular conference, in Tokyo, December 1–18 . . . LARRY COLBERT, director, Post Liaison Division, Visa Services, attended the China consular conference in Hong Kong and Seoul, December 6–15 . . . JUNE HEIL of that office attended the executive performance seminar at the Foreign Service Institute, December 1–6 . . . CHARLES STEPHAN, director, Public and Diplomatic Liaison Division, Visa Services, attended the National Association of Foreign Student Advisers biregional conference, in Madison, Wisc., November 14–15 . . . ROSS BENSON of Visa's Fraud and Documentation Division attended the foreign policy course at the Foreign Service Institute, November 18–22 . . . From December 3–13 PATRICK HUSAR, Systems Liaison and Procedures Division, Visa Services, attended the automated information systems management, for intermediate executives, course at the Department of Defense . . . The written inquiries branch of Visa Services welcomed FAYE HARTGROVE.

HARRY L. COBURN, deputy assistant secretary for passport services, visited the Stamford and New York Passport Agencies, November 21–22, to consult with the staff and to review management operations . . . On November 25 PHYLLIS BUCSKO, Director, Policy and Coordination Staff; WILLIAM CAMP, associate director for passport services; JOHN HOTCHNER, special assistant for passport services; and STEVE SENA, Field Coordination Staff, Passport Services, visited the Philadelphia Passport Agency to review the status of an automation pilot project . . . JOHN HOTCHNER and WILLIAM MALCOMSON of Passport's Field Coordination Staff visited the Stamford Passport Agency, November 20–22, to do a management evaluation . . . A computer operators' meeting attended by personnel from many of the passport regional agencies was held at the Washington Passport Agency, November 19–21 . . . On November 18 DOROTHY MORGAN, antifraud program coordinator for Miami, presented the passport security program to customs and immigration inspectors at Miami International Airport . . . ED KAPLAN, acceptance agents coordinator of the Northeast Passport Processing Center, attended a postal seminar in Buffalo and Rochester, N.Y. . . . Representatives from many of the regional passport agencies attended an adjudication supervisors' conference in Washington, November 4–8 . . . On October 23 PHYLLIS CUBBINS, Seattle fraud program coordinator, addressed U.S. customs personnel, at Seattle-Tacoma International Airport, about secure features of the U.S. passport.

Executive director RONALD SOMERVILLE and JOHN ADAMS, director, Citizens Emergency Center, attended consular conferences in Sydney and Seoul in early December . . . Mr. Adams consulted with consular staff at Bangkok and Hong Kong during his trip . . . On November 13–14 KENNETH W. PLUMMER, deputy director of citizens consular services, attended a meeting of the National Advisory Board on Child Abuse and Neglect, in Chicago . . . EDWARD A. BETANCOURT of that office was in Algiers, November 11–15, to participate in the negotiation of a U.S.-Algerian consular convention . . . In connection with installation of automated systems in the Citizens Services Unit of Mexico City, TIM RANDALL, Citizens Emergency Center, traveled to the embassy and later consulted with the consular staff at Guadalajara . . . CARMEN A. DiPLACIDO, director of citizens consular services, and LAYTON RUSSELL, chief of the African Division of that office, were in Baltimore, November 27, to consult with officials of the Social Security Administration, on federal benefits operations abroad . . . ELIZABETH SOYSTER, acting chief, Near East Division, Citizens Consular Services, attended the executive performance seminar in Hedgesville, W. Va., December 1–6.

Deputy executive director DONALD PARSONS traveled to Paris, the first week of December, as a member of a consular assistance team . . . During the first two weeks of December, management analyst EILEEN MALLOY traveled to Guadalajara and Santo Domingo as a member of a security survey team . . . GAIL ANDERSON has joined the bureau as a personnel management specialist . . . Resources Management welcomed SANDRA PENNY as its new budget analyst . . . JOE NOWELL, Systems Staff, traveled to Bonn, Paris and London, to train personnel in the new citizen services system . . . DON LYLES has replaced DAVE TREVOR as the newest member of the Systems Staff. □

East Asian and Pacific Affairs

Assistant Secretary PAUL WOLFOWITZ testified before the Senate Foreign Relations Committee, October 9, regarding Chinese nuclear issues . . . He traveled to New York for bilateral consultations, during the UN General Assembly session, October 22–25. He was accompanied to New York by staff assistant LARRY DINGER and secretaries MARY ANN COTE and PENNY O'BRIEN . . . On October 30 he testified before the Senate Foreign Relations Committee, regarding the Philippines . . . He spoke to the Business Council for the United Nations, November 6, at the Department . . . He traveled to Boston, November 7–8, to participate in the Fletcher School of Law and Diplomacy conference on Singapore . . . On November 12 Mr. Wolfowitz testified before the House Foreign Affairs Committee re-

BANGKOK, Thailand—Ambassador *William A. Brown* (bending down, with necktie) plants tree in the embassy compound, in memory of the victims of terrorism.

garding the Philippines ... He traveled to Geneva, Switzerland, November 18, for the President's summit meeting with Soviet leader MIKHAIL GORBACHEV. He was accompanied by special assistant DEAN L. WELTY and Ms. Cote ... Mr. Wolfowitz and Mr. Welty continued on to Tokyo, Beijing and Seoul, to brief host governments on the outcome of the summit ... From December 6–18, the assistant secretary traveled to Bangkok, Singapore, Vientiane and Rangoon, for bilateral discussions with host governments, and to Bali, Indonesia, for the U.S.-Indonesia conference. He was accompanied by his director of special projects, ROBERT L. DOWNEN.

Ambassador MICHAEL J. MANSFIELD returned to the United States, in October, to participate in PRESIDENT REAGAN's bilateral meeting with the Japanese prime minister in New York, on the occasion of the 40th anniversary of the UN General Assembly. The ambassador remained in the United States for home leave, and traveled back to Tokyo in late November ... Also at the President's New York meeting was the director of the Office for Japanese Affairs, THOMAS C. HUBBARD ... Mr. Hubbard traveled afterwards to Tokyo, for consultations with Japanese government and U.S. embassy officials, and participated in the U.S.-Japan policy planning talks, as well as the trilateral U.S.-Japan-United Kingdom Indian Ocean policy planning talks ... The deputy director of the Office for Japanese Affairs, REA BRAZEAL, traveled to Tokyo, in October, to participate in negotiations with the Japanese on forest products sector issues, U.S.-Japanese government and industry talks on wood, and other market access issues with the Japanese ... Political/economic officer WILLIAM CORBETT traveled to Tokyo, in October, to participate in the U.S.-Japan sectoral trade negotiations on medical equipment and pharmaceuticals ... He returned to the United States to escort Japan's PRINCE NARUHITO, second-in-line to succeed EMPEROR HIROHITO, on an unofficial three-week tour of 15 U.S. cities, during October ... In November Mr. Corbett addressed College of William and Mary international relations students on their annual visit to the Department, on U.S. policy in East Asia ... Economic officer ROBERT REIS traveled to Tokyo in November, to participate in U.S.-Japan electronics, telecommunications and other market access negotiations ... Embassy Tokyo economic officer JOSEPH HAYES returned to the Department, December 3-6, to participate in U.S.-Japan semiconductor negotiations... Office of Japan Affairs officers REA BRAZEAL, JOHN SCOTT and BRIAN MOHLER participated in U.S.-Japan negotiations in Washington, on agricultural products, salmon, semiconductors and leather, November 22-December 6.

During November the deputy director for the office of Vietnam, Laos and Cambodia, JOSEPH C. SNYDER, traveled to Southeast Asia and Geneva, Switzerland, with the Secretary's panel on Indochinese refugees. The panel was led by a former Iowa governor, ROBERT RAY ... The country officer for Vietnam, STEPHEN T. JOHNSON, traveled to Pittsburgh, October 21, to speak at the University of Pittsburgh on "American Policy on Indochina."

Principal deputy assistant secretary JOHN C. MONJO addressed a nongovernmental organizations conference, at the Department, October 10 ... On October 20–21 he traveled to Boston, to address students at the Harvard law school. He spoke on "U.S. Relations in Asia." ... He addressed the Greater National Council of World Affairs, at the Department, October 22 ... He traveled to Cincinnati, October 29–31, to address the Cincinnati Council on World Affairs ... On November 1 he traveled to Maxwell Air Force Base, Ala., to address the Air War College class of 1986, on "U.S. Interests, Challenges and Policies in Pacific Asia." ... Mr. Monjo traveled to Boston, November 6–8, to participate in the Fletcher School of Law and Diplomacy conference on Singapore ... He was on hand in Houston, November 9, to greet the president of Burma, who traveled to the United States for surgery. Mr. Monjo was accompanied to Houston by CHARLES SALMON, director, Office of Thailand and Burma Affairs ... On November 15 Mr. Monjo addressed the Association of South East Asian Nations-U.S. Business Council's joint executive committee meeting in Los Angeles ... He gave a background briefing on East Asia and the Pacific basin to Washington-based media organizations, at the Department, December 3 ... On December 5 he testified before the House Armed Services committee regarding the Philippines ... He briefed a group at the Foreign Press Center regarding the Philippines, December 6 ... He participated in the deputy secretary's luncheon and briefing for members of the Heritage Foundation, in the Department, December 6 ... He participated in the East Asian and Pacific (northern posts) consular conference in Seoul, December 14 ... DOROTHY (DEE) NAUDZIUS arrived in the bureau, December 2, to take up her duties as Mr. Monjo's secretary.

Deputy assistant secretary JAMES R. LILLEY traveled to Hartford, Conn., October 4, to address the World Affairs Center Executive Forum, on "Our Evolving China Policy." ... He traveled with VICE PRESIDENT BUSH to Saipan, China, and Hong Kong, October 10–19. He was accompanied by secretary MATTIE GOODWIN-MILLS ... On November 6 he met with the American Council of Young Political Leaders ... He traveled to New York, November 7, to brief the UN Business Council, regarding China and the Vice President's trip ... On November 18 he discussed the Foreign Service with students at Yale, at New Haven, Conn... Mr. Lilley addressed graduate and undergraduate students at a seminar on American foreign policy, at the Department, November 25. He spoke about China.

Deputy assistant secretary WILLIAM PIEZ addressed the national foreign trade convention on China, in New York, October 17. From October 21–November 1 he participated in the Asian Pacific Council of the American Chamber of Commerce meeting, in Jakarta, Indonesia, and visited Hong Kong, Manila and Seoul ... Mr. Piez met with members of the Semiconductor Industry Association, in Monterey, Calif., November 17–19 ... He participated in the U.S.-Indonesia bilateral conference, at Bali, Indonesia, December 11–14.

On December 5 GEORGE GOWEN, Office of Economic Policy, attended a luncheon meeting at the Capitol, sponsored by the Center for Strategic and International Studies congressional study group on "U.S.-Association of South East Asian Nations Relations." At the meeting participants discussed the center's plans for a major research project.

The Office of Chinese Affairs director, RICHARD WILLIAMS, visited Chicago, November 19–20. He addressed a conference jointly sponsored by the Department of Commerce's Chicago office and the new Chinese consulate general there, attended by about 500 business executives ... Mr. Williams spoke to two groups under the auspices of the Chicago Council on Foreign Relations ... On December 6 he went to New York, to help commemorate the 20th anniversary of the founding of the National Committee on U.S.-China relations ... Senior deputy director CHRIS SZYMANSKI spoke at Harvard, to New England professors of East Asian studies, on the September party conference in China, November 4 ... On November 7 he addressed the Brookings Institutions' conference for senior business executives ... He traveled to Los Angeles, December 1–4, and spoke at the Town Hall of California, a world affairs organization, on Sino-U.S. relations ... He talked to corporate executives in California about establishing an international school, including a high school, in Beijing ... Political deputy EUGENE MARTIN spoke at a conference on China, in Kansas City, December 4 ... He then visited the Chinese consulate general in Chicago ... He and Mr. Williams attended a discussion on China at the Heritage Foundation, in Washington, December 9 ... RUSSELL SVEDA addressed 15 different academic, civic and media audiences in northern California and Utah, November 14–19, about prospects for the Reagan-Gorbachev summit ... MORTON HOLBROOK delivered a lecture at Columbia University, October 15, sponsored by the law school's Center for Chinese Legal Studies ... Mr. Holbrook addressed a group from Montgomery County Community College, in Washington, November 29 ... STEPHEN SCHLAIKJER attended a conference at the American embassy in Tokyo, October 21–24; he then traveled to China posts, October 24–November 5, for consultations on high technology trade and peaceful nuclear cooperation ... HOWARD STOFFER visited Japan, China, Hong Kong, Korea and the commander-in-chief, Pacific, headquarters, October 24–November 22, for consultations and area familiarization ... DAVID SHEAR attended the Northeast Asia consular conference, in Seoul, December 12–14, and visited China posts for consultations. □

Economic and Business Affairs

Assistant Secretary DOUGLAS McMINN traveled to Geneva, November 25-29, to attend a General Agreement on Tariffs and Trade meeting. Participants decided to establish a preparatory committee to begin preparations for a new round of multilateral trade negotiations ... The deputy assistant secretary for international trade controls, DALE R. TAHTINEN, led an interagency team to multilateral discussions, in Paris, on China export policy, September 23-26 ... MADELYN SPIRNAK, Office of East-West Trade, also participated ... Mr. Tahtinen held bilateral export control discussions, in Bonn, October 4; traveled to Paris for talks on munitions control issues, October 14-17; and returned to Paris for an October 28-31 meeting of the Coordinating Committee on Export Controls enforcement subcommittee ... TERESA JONES, Office of East-West Trade, held consultations in Paris on enforcement topics, prior to the subcommittee meeting, in which she participated ... STEVEN SABOE, same office, led an interagency team to Paris for November 4-7 talks with the coordinating committee on controls on electronic equipment.

ROBERT PRICE, director, Office of East-West Trade, and DAVID WILSON, deputy director, participated in a strategic trade officers' conference for the Asia/Pacific region, in Tokyo, October 21-23. The conference addressed export control/technology transfer issues and followed a similar meeting held last year in Garmisch. At the Tokyo meeting, Washington participants briefed field officers on administration technology transfer/export control/licensing policies, whereas field officers provided their perspectives on these issues from their geographic vantage points ... U.S. initiatives and rapidly-evolving technology transfer policies toward China triggered extensive discussion. Following the conference, Mr. Price visited Shanghai and Beijing, to discuss technology transfer issues with embassy and Chinese officials ... EMIL CASTRO, chief, Trade and Foreign Policy Division, Office of East-West Trade, participated in the UN Economic Commission for Europe's 40th meeting on East-West trade, in Geneva, December 2-6 ... LAURA FAUX-GABLE of the division conducted bilateral discussions with European business and government officials, in The Hague, London and Paris, during November. She was accompanied by ROBERT KNICKMEYER of the Near East bureau and BRUCE WEBB of the Commerce Department.

E. ALLAN WENDT, deputy assistant secretary for international energy and resources policy, was a speaker at an international energy seminar hosted by the International Research Center for Energy and Economic Development, at the University of Colorado, October 14-15 ... He attended the International Energy Agency governing board meeting, October 23, in Paris ... THOMAS J. O'DONNELL, director, Office of International Commodities was in Kuala Lumpur, October 28-November 1, for meetings of the International Rubber Organizational Council and Committees ... BARBARA BOWIE was a member of the U.S. delegation to the International Lead and Zinc Study Group, in Geneva, October 17-24 ... She then traveled to London to consult with the commodities section at the embassy and with the International Tin Council staff ... CYNTHIA SMITH attended the International Guayule Rubber Conference, in Phoenix, October 16-19, and in November attended the 29th assembly session of the International Rubber Study Group in Abidjan ... DAVID MILLER attended the executive-legislative relations seminar, October 7-11.

GERALD J. MONROE, director, Office of Food Policy and Programs, and CHARLES G. BILLO, chief, Food Programs Division, attended the October 21 session of the Food Aid Committees, in London, which marked the opening of negotiations on replacement of the 1980 food aid convention. Mr. Monroe is the 1985/86 chairman of the committee ... The director of the Office of Business and Export Affairs, JACK ST. JOHN, moderated the executive-diplomat seminar, October 29-30. Over 30 executives from major corporations across the U.S. participated in the two-day event, jointly sponsored by the Bureau of Economic and Business Affairs and the Bureau of Public Affairs. Assistant Secretary McMINN gave the keynote address at the first day's luncheon in the Benjamin Franklin Room ... Mr. St. John and PATRICIA HAIGH, Developed Country Trade Division, addressed the National Small Business Association meeting, October 25. Mr. St. John spoke on the President's new trade policy, Ms. Haigh on trade with Japan ... JANICE LYON of the division attended a conference sponsored by the publication Transborder Data Reports, on the International Information Economy. The conference was held in Williamsburg, October 30-November 1. Business and government executives from Europe, Canada and the United States (as well as a number of less-developed countries) attended, to discuss trends and problems in international information and transborder data flow issues ... HARVEY WINTER, director, Office of Business Practices, was the alternate U.S. delegate to a meeting of the governing bodies of the World Intellectual Property Organization, in Geneva, September 23-October 1. The major items on the agenda were the biennial program and budget of the organization and the re-election of the director general, Arpad Bogsch, an American national ... PATRICIA WOODRING, same office, traveled to Ottawa, September 30-October 2, as part of an interagency telecommunications working group. Discussions centered on U.S. concerns for assurances of copyright protection of television broadcast signals ... Ms. Woodring was also the State representative at a committee of experts meeting on the international registration of marks, in Geneva, December 11-13. The meeting was the second session to consider a proposed new treaty on the international registration of marks ... WILLIAM SKOK, Office of Business Practices, headed the U.S. delegation at a joint World Intellectual Property Organization-UNESCO meeting of experts, on model provisions for publishing contracts, in Paris, December 2-6 ... JOHN RIDDLE, Office of Development Finance, attended the midterm review on the "substantial new program of action for the least developed countries," in Geneva, September 30-October 11.

On November 10 JEFFREY N. SHANE, newly-appointed deputy assistant secretary for transportation affairs, traveled to Bern, Switzerland, for informal aviation discussions with Swiss officials ... He then flew to Tokyo for informal aviation and maritime talks with Japanese transport officials, November 13-15 ... He conducted aviation consultations in Madrid, December 2-3, followed immediately by aviation talks in Rome ... He visited Ottawa, December 11-13, for aviation discussions with the government of Canada ... RICHARD C. SCISSORS, director, Office of Maritime and Land Transport, was a member of the U.S. delegation at maritime discussions with the Soviet Union, December 2-5, in Washington ... WILLIAM H. DAMERON, deputy director, same office, attended a meeting of the working group of the Maritime Transport Committee of the Organization for Economic Cooperation and Development, December 2-3, to discuss shipping policy, and a meeting of the committee's special group on international organizations, December 3-4, to prepare positions for the UN conference on conditions of registration for ships, scheduled for January 20-February 6 in Geneva ... On October 21 JONATHAN BEMIS, Office of Maritime and Land Transport, spoke on U.S./Soviet maritime relations, at the Harvard University Russian Research Center's seminar on Soviet agriculture, at Cambridge, Mass.

People: WILLIAM B. MILAM has entered on duty as deputy assistant secretary for international finance and development ... DAVID H. BURNS has become deputy executive director, and currently is acting executive director on the Executive Staff ... Other employees new to the bureau include WILLIAM DEWALD and PAMELA HARRISON, Planning and Economic Analysis Staff; CORNELIA JOHNSON and ELIZABETH EWING, Textiles Division; and PHYLLIS HARLEY, Office of Maritime and Land Transport ... Two students from Roosevelt High School, TAKIA WORMLEY and CASSANDRA ANDERSON, are working part-time in the bureau under the Vocational Office Training Program. □

European and Canadian Affairs

Front Office: Geneva was the focal point of bureau activity for most of November. In addition to Assistant Secretary ROZANNE RIDGWAY, seven European Affairs officers traveled to Geneva, including deputy assistant

STOCKHOLM, Sweden—U.S. embassy people help Ambassador *Franklin S. Forsberg*, center, celebrate his 80th birthday.

secretaries CHARLIE THOMAS and MARK PALMER; MARK PARRIS and BRUCE BURTON of Soviet Affairs; RAY CALDWELL and CRAIG DUNKERLEY of the Office of European Security and Political Affairs; and European Affairs special assistant NADIA TONGOUR . . . Following the summit and consultation with the NATO allies in Brussels, Ms. Ridgway visited Embassies Paris and Bonn and met with German officials in West Berlin . . . Mr. Palmer went on to Miami, to brief a group of former secretaries of state on the outcome of Geneva . . . Mr. Thomas also did follow-up briefings, in Vienna and Dublin. Closer to home, deputy assistant secretary JIM MEDAS and the special assistant for policy planning, DIANA SMITH, spent December 1–2 in Ottawa, consulting with Canadian officials.

Office of the Executive Director: Executive director KENNETH PELTIER traveled to Paris Marseille, Rome, Munich, Budapest, Prague and Berlin, for consultations on posts' administration, October 24–November 8 . . . Deputy director H. CLARKE RODGERS, attended a principal officers' conference in Ottawa, Canada, December 1–3 . . . JON JACKSON, management analyst for the systems support branch, traveled to Istanbul, Ankara, Paris and Dublin, for a computer site survey, November 11–27 . . . SHARON LUDAN, post management officer, traveled to Ottawa, Montreal and Toronto, to meet with administrative personnel officers, November 17–23.

Office of Canadian Affairs: Mr. Medas and the director of the Office of Canadian Affairs, CARROLL BROWN, participated in a senior officers meeting in Ottawa, December 1–3 . . . GEORGE BOUTIN, energy officer, Office of Canadian Affairs, participated in the meeting of the energy consultative mechanism, in Ottawa, November 7.

Office of Northern European Affairs: AYESHA LEONARD has joined the office, replacing WILHELMINA RICKETS, who transferred to another agency . . . JOAN GOODRUM has been reassigned from Northern European Affairs to the Office of Special Adviser to the Secretary on Non-Proliferation Policy and Nuclear Energy Affairs.

Office of European Security and Political Affairs: Mr. Thomas, with director RAY L. CALDWELL and CRAIG DUNKERLEY of the Office of European Security and Political Affairs, accompanied the Secretary to the Geneva summit, November 19–20. . . GEORGE WARD, deputy director, Office of European Security and Political Affairs, represented the Department on the Secretary of Defense's delegation at the fall ministerial meeting of NATO's Defense Planning Committee, in Brussels, December 3–4 . . . ERIC REHFELD of the office attended the semiannual NATO joint communications and electronics committee meeting, in Brussels, as part of the U.S. delegation, the week of November 18.

Office of Southern European Affairs: Mr. Parris traveled to Geneva for the meetings between PRESIDENT REAGAN and MIKHAIL

EUROPEAN AND CANADIAN AFFAIRS—*Richard Burt*, center, the outgoing assistant secretary, and *Mary Ryan*, former bureau executive director, greet newcomers *William Woessner*, right, deputy assistant secretary, and *Kenneth Peltier* and *Clarke Rodgers*, left, now director and deputy director of the executive office.

GORBACHEV, November 19–21 . . . In addition, he participated in the Secretary's visit to Helsinki and Moscow, in early November, and in the meetings between the Secretary and the Soviet foreign minister in Washington and New York . . . Following the summit meeting, he traveled to Tokyo, where he joined Assistant Secretary PAUL WOLFOWITZ in briefing Japanese officials on the results of the Geneva meeting.

B. LYNN PASCOE, Soviet Union affairs deputy director, briefed former President JIMMY CARTER, November 8, on the upcoming Summit . . . BRUCE BURTON, deputy director for multilateral and security affairs, and his assistant, KATHARINE GUROFF, were members of the support staff for the summit meeting, and accompanied the Secretary to Helsinki and Moscow, in November. Mr. Burton and JOHN TEFFT, desk officer, also traveled to the UN General Assembly in September, to support the Secretary's meeting with the Soviet foreign minister . . . Mr. Tefft returned to New York in October to assist in preparations for the President's and Secretary's meetings with the Soviet foreign minister . . . DON KURSCH, deputy director for economics, traveled to Moscow, November 17–22, for discussions which reached agreement, in principle, on the conditions for a resumption of bilateral air service between the United States and the Soviet Union . . . PETER SCHOETTLE of the multilateral affairs section was the State adviser at the strategic arms reduction talks in Geneva, for two months . . . Upon his return in November, he participated in the annual U.S.-Soviet review of the incidents at sea agreement, in Washington . . . DANIEL FRIED participated in the U.S.-Soviet senior experts meeting on Central America and the Caribbean, in Washington, in late October . . . ERIC EDELMAN was a member of the support staff for the Secretary's meeting with the Soviet foreign minister in Helsinki, in July, and assisted with the nonproliferation treaty consultations with Soviet representatives in Washington, in October . . . MICHAEL BUTLER has been working in the multilateral and security affairs section for four months, assisting with preparations for the summit, prior to his next assignment in Bucharest . . . GEORGE GLASS, Soviet Union Affairs, accompanied an Environmental Protection Agency delegation headed by administrator LEE M. THOMAS to Moscow, in November, for the ninth meeting of the United States and the Soviet Union's Joint Committee on Cooperation in the Field of Environmental Protection.

* * *

The first European regional commissary managers conference was held in Bonn, October 14–18. ROBERT ERWIN, manager, Bonn, initiated the conference, which brought together association representatives from 17 posts and provided a forum for the participants to share their ideas on association management. Representatives from State's Office of Commissary and Recreation Affairs included the director, RAVI SIKAND, and LIZ WEBER and DONNA VAN DYKE. They provided information on the office and its services and directed the majority of conference discussions. Topics discussed included contracting, financial reporting, tax liabilities, procurement and software applications. SALLY ALLAN of the Department office spoke.

Foreign Service Institute

JOHN W. McDONALD spoke in Sarasota, Fla., October 23, to the Institute of Lifetime Learning, on multilateral diplomacy, and to the United Nations Association, Sarasota chapter, October 24, on the 40th anniversary of the United Nations . . . He spoke to the University of West Virginia in Morgantown, November 1, and the University of Maryland law school, in Baltimore, November 22, on conflict resolution . . . On November 18 he addressed the Community Council of Greater New York on Employment and Aging, and the City Council of Cincinnati, November 21, on "The Decade of Disabled Persons." . . . He taught a course on the United Nations, December 4–18, at the National Cryptological School, and chaired a session on Sri Lanka, December 7, at the University of Maryland's Center on International Development and Conflict Resolution.

New employees include AUDREY DAVIS, Budget Office; DENNIS HARRINGTON and SANDRA KRUCELYAK, School of Professional Studies; and SHIRLEY LEE, School of Area Studies . . . ZSUZSA V. SANDOR entered on duty as a new Hungarian instructor. □

Human Rights and Humanitarian Affairs

In a ceremony at the White House to mark International Human Rights Day, December 10, PRESIDENT REAGAN addressed a group of nongovernmental human rights organizations and signed a proclamation. White House public liaison director LINDA CHAVEZ and Assistant Secretary RICHARD SCHIFTER also addressed the group. Members of the National Spiritual Assembly of the Baha'i made a special presentation to President Reagan. . . Mr. Schifter testified before the Senate Foreign Relations Subcommittee on European Affairs, on "Religious Persecution Behind the Iron Curtain." . . . He testified before the Congressional Commission on Security and Cooperation in Europe, on "Soviet Human Rights Abuses in Afghanistan." . . . He addressed the National Jewish Coalition, the Washington Foreign Law Society, the National Conference on Soviet Jewry, the National Council of Jewish Women, the American Council of Young Political Leaders and the American Bar Association and International Human Rights Law Group, at various forums in the Washington area . . . Mr. Schifter appeared on the "Today Show," in a segment which focused on elimination of torture . . . He granted interviews to the Baltimore Sun, Washington Jewish Week and Austrian Television.

Deputy assistant secretary LEO MOSER spoke at a White House briefing of the American Latvian Youth Association, on "Human Rights Issues in the World Today."... LAURA DIETRICH, deputy assistant secretary for asylum

and humanitarian affairs, traveled to Geneva on consultation . . . She testified at a hearing arranged by Congressman JOHN J. LAFALCE (D.-N.Y.), in Rochester, on immigration policy and the sanctuary movement . . . she gave a presentation at the immigration judges conference, in San Diego, on "The State Department Advisory Opinion Process in Asylum Cases." . . . Ms. Dietrich granted interviews to the Christian Broadcasting Network, the Associated Press and to Economist magazine, on the subject of the "sanctuary movement."

JAMES THYDEN, director, Office of Human Rights, testified before the House Foreign Affairs Subcommittee on Western Hemisphere Affairs, on human rights practices in Peru, and before the House Banking Subcommittee on International Development Institutions and Finance, on human rights practices in Chile . . . He addressed a class at the University of Virginia law school in Charlottesville . . . WARD THOMPSON, director, Office for Policy and Programs, addressed nongovernmental organizations accredited to the U.S. mission to the United Nations, in New York . . . JAMES MONTGOMERY has joined the bureau as senior deputy assistant secretary, and RITA M. CHATHAM as administrative assistant to the assistant secretary. □

Intelligence and Research

Office of The Geographer: GEORGE J. DEMKO, director, served as a member of the International Research and Exchange Board committee to select academic exchange participants with the Soviet ministry of education and the Academy of Sciences for 1986–87 . . . He also delivered lectures at the Sergeant Majors' Academy at Fort Bliss, Tex., on the "Geography of Terrorism," December 11–12, and at the University of Texas, El Paso, at the faculty-student symposium on geography and foreign policy, December 13 . . . SANDRA H. SHAW, division chief, delivered an address to the 5th annual meeting of the North American Cartographic Information Society, on "Cartography and Maps at the Department of State," at Chicago, November 13.

Office of Analysis for the Soviet Union and Eastern Europe: MARTHA MAUTNER, deputy director, addressed the Willamette World Affairs Council, Eugene, Ore., and a conference sponsored by Oregon State, at Corvallis, on U.S.-USSR relations, and participated in media events in both cities, October 10–12 . . . She addressed audiences at the University of Wisconsin, at La Crosse; the Wingspread Foundation, in Racine, Wisc., and the Executive Club and Rotary in Louisville, November 5–7 . . . She participated in the regional foreign policy conference sponsored by the San Antonio World Affairs Council and the State Department, at San Antonio, November 21, speaking on "The USSR under Gorbachev." . . . PAUL GOBLE, special assistant for Soviet nationalities, spoke on "The Ukraine in Foreign Affairs," at the Harvard Russian Research Center conference on the Ukraine, October 11 . . . He lectured on "Soviet Nationality Policy under Gorbachev," at the Columbia University Harriman Institute, October 18, and he spoke on human rights and dissent in the USSR, at the University of Cincinnati law school, November 8 . . . DONALD GRAVES, division chief, spoke on Soviet domestic politics, at the Brookings Institution conference on U.S. Government Operations, October 10 . . . He also spoke to the Cornell Club, at the George Washington University Marvin Center, on the Gorbachev leadership, November 6 . . . KAREN PUSCHEL, analyst, spoke to the Essex County Women's Club, in Tappahannock, Va., and students and faculty at the University of Richmond, November 12 . . . SIDNEY PLOSS, analyst, spoke on "The Gorbachev Leadership" at a colloquium at George Washington University, November 19.

GEORGE S. HARRIS traveled to Ankara, Dakar and Nouakchott, for consultations with the U.S. embassies, November 15–26 . . . He chaired a conference of academic experts on Iran, November 8 . . . Deputy director RON LORTON and Iran analyst STEPHEN R. GRUMMON, who organized the conference, also attended . . . Arab-Israel Division chief GARY DIETRICH and Mr. Grummon attended the annual meeting of the Middle East Studies Association, in New Orleans, November 23–25 . . . WAYNE WHITE, analyst for Iraq and Syria, visited Jordan, Syria and England, for consultations with U.S. embassies, November 6-December 4 . . . Arabian Peninsula analyst WILLIAM JORDAN spoke to media representatives and a number of local civic, college and university groups, in Helena and Bozeman, Mont., about the Arab-Israeli situation and U.S. policy in the Middle East, November 19–24 . . . India analyst WALTER ANDERSEN met with South Asian scholars at the Woodrow Wilson Center, October 30, to discuss problems and prospects of research in the United States.

Office of Analysis for Western Europe: F. HERBERT CAPPS, deputy director, lectured on Nordic security problems, to the western Europe area studies course at the Foreign Service Institute, October 15, and to military attaches assigned to the Nordic countries, on political factors in security decision-making, December 4 . . . ALAN MAKOVSKY, analyst, spoke on "U.S.-Turkish Relations," on a panel with Turkish Ambassador SUKRU ELEKDAY and consul general UGAR ZIYAL, at a symposium sponsored by the Institute of World Affairs, in Milwaukee, November 9 . . . KATHERINE WILKENS, analyst, attended the Modern Greek Studies Association conference at Ohio State University, November 7–10 . . . BOWMAN MILLER, chief, Division for Northern and Central Europe, lectured on West German security thinking at the American University "Washington Semester Program," October 30, and lectured to the western Europe area studies course at the Foreign Service Institute, October 15. □

Inter-American Affairs

P. PETER SARROS, director, regional political programs, gave a speech on U.S. policy toward Nicaragua, at the University of North Carolina, November 12, and a presentation on Central America, to 500 students and faculty members at Gilford College, Greensboro, N.C., November 13 . . . On November 25 he spoke be-

KINGSTON, Jamaica—At retirement party for personnel officer *Katherine M. White*, she is greeted by deputy chief of mission *J. Todd Stewart*.

LIMA, Peru—Ambassador *David Jordan* presents Meritorious Honor Award to *Leon M. Johnson* for his performance during a three-month assignment here as acting administrative officer.

fore the Houston Rotary Club, on Central American policy, and on December 1–4, attended the special Organization of American States general assembly, at Cartagena, Colombia.

The acting director of the Office of Andean Affairs, J. PHILLIP McLEAN, traveled to Lima, December 11–14 ... Peru country officer HEATHER HODGES visited Peru on an orientation trip, December 2–11 ... Venezuela country officer LINDA PFEIFLE went to Miami, November 19–20, to serve as a notetaker for bilaterals, during the Caribbean and Central American Action annual conference ... The country officer for Ecuador, GERALD McCULLOCH, gave a briefing on Ecuador to police of Nassau County, N.Y., November 6.

On November 5 HAROLD EISNER became director of Caribbean affairs ... The annual Caribbean and Central American conference was held in Miami, November 19–22. In addition to U.S. ambassadors to the Caribbean region, the following attended from the Department: Deputy assistant secretaries RICHARD HOLWILL and PAUL TAYLOR, Mr. Eisner, Jamaican desk officer ROBERT BLOHM, and the Eastern Caribbean desk officer, MICHAEL KIRBY ... Desk officer WALTER ANDRUSYSZYN traveled to Grenada and Martinique on consultations, the week of November 25 ... The deputy assistant secretary for the Caribbean, RICHARD HOLWILL, also traveled to Bridgetown, November 22, for consultations, and also visited Dominica, St Lucia and Martinique.

JAMES CASON, Guatemala desk officer, traveled to San Francisco in November, to participate in a panel discussion on Guatemalan elections, at the World Affairs Council ... CARL GETTINGER, El Salvador desk officer, traveled to New York, November 14, to speak at the annual dinner of the law firm Patterson, Belknap, Webb & Tyler. The speech focused on the investigation into the 1980 murder of four U.S. churchwomen in El Salvador. □

International Communications and Information Policy

DIANA LADY DOUGAN, U.S. coordinator and director for international communications and information policy, attended the special session of the Organization for Economic Cooperation and Development, in Paris, November 18–20. She chaired a panel on future cooperation in international telecommunications. Accompanying her were LUCY HUMMER, director, Office of Planning and Analysis; DOREEN McGIRR, same office; and CHARLES LOVERIDGE, director, Office of External Relations ... Ms. Hummer headed a U.S. delegation to a special session on information policy, November 21–22 ... Ms. McGirr attended this meeting as well ... Ms. Dougan remained in Paris, November 21, to hold discussions with French officials on telecommunications policy issues.

RUSH TAYLOR JR., deputy director for international communications and information policy, and RON DAVIDSON, Office of Technical Standards and Development, represented the Department at the initial meeting of the 21-nation advisory board for the Centre for Communications Development, in Geneva, November 19–23 ... Mr. Taylor met with the International Telecommunication Union secretary general, RICHARD BUTLER, to review communications issues.

ALLEN OVERMYER, Office of External Relations, attended the China-U.S. telecommunications conference in Beijing, October 26–November 6. Sponsored by BellSouth and China Tech, the conference was the first large-scale effort by representatives of U.S. telecommunications and related industries to enter the Chinese market ... Mr. Overmyer also conducted discussions with the Chinese government and attended a conference in Tokyo, November 12–15, on "Telecommunications, Information and Inter-Dependent Economies," sponsored by the Japan Institute for International Affairs. □

International Narcotics Matters

NANCY REAGAN sponsored another first ladies' conference on drug abuse, October 21, at the United Nations. Twenty-nine first ladies joined Mrs. Reagan and MRS. PEREZ de CUELLAR, wife of the secretary general of the United Nations, for a morning session and luncheon. First ladies from around the world participated in the conference, which included presentations from the assistant secretary of state for international narcotics matters, JON R. THOMAS; Dr. CARLTON TURNER, deputy assistant to the President for drug abuse policy; and representatives of parents' groups and the rehabilitation community. The participants also heard reports from the first ladies of Portugal and Malaysia about developments in their countries

LIMA, Peru—Ambassador *David C. Jordan*, left, presents public affairs officer *Guy Farmer* a Superior Honor Award for his work on anti-narcotics and election night programming. *(Photo by Maria Luisa Galvez)*

since the first conference in April. Bureau staff participating included deputy assistant secretary ANN WROBLESKI and the special assistant for public affairs, CATHERINE SHAW.

Mr. Thomas and Ms. Wrobleski traveled to Colombia, October 13-17, to confer with embassy and high-level Colombian government officials on U.S.-Colombian narcotics control efforts. In addition, on October 17, Mr. Thomas delivered an address at the Inter-American Press Association convention in Cartagena ... Deputy assistant secretary MARK DION made an orientation trip to Asia, November 9-26, with consultations in Ankara, Islamabad, New Delhi, Bangkok and Rangoon ... Program officer CAROLEEN WILLIAMS joined him for the stops in Turkey and India; both officers were members of Under Secretary W. ALLEN WALLIS' delegation to the Joint U.S.-Pakistan Economic Commission talks in Islamabad ... Ms. Wrobleski traveled to Ottawa, December 3-7, to participate in a training exercise on counter-terrorism ... Americas Division chief JAMES J. GORMLEY was in Bogota, November 3-8, for a Drug Enforcement Administration regional meeting ... Program officer MARY JEANNE MARTZ made her initial consultation trip to Peru, Bolivia and Brazil, November 10-30.

Visitors to the bureau included the Mexican deputy attorney general the commander of the national police, from Ecuador; EDUARDO VETERE, UN Fund for Drug Abuse Control, Vienna, Austria; the commander of the British garrison in Belize; and the Spanish commissioner of drugs-designate, MIGUEL SOLANS SOTERAS.

W. KENNETH THOMPSON, until recently acting special adviser to the Secretary for public diplomacy, has joined the bureau as deputy director of the Program Office, replacing WILLIAM F. BEACHNER, who takes up his new duties as deputy director of the UN Fund for Drug Abuse Commission in Vienna ... Program officer JOHN McLAUGHLIN traveled to Georgia, North Carolina, Pennsylvania and Belize, to develop an aviation eradication system for narcotics control ... Program officer RONALD MERRIOTT visited Panama and Belize, to develop an aviation eradication system. □

International Organization Affairs

JAMES A. WILLIAMS, acting director, Office of UN Political and Multilateral Affairs, traveled to New York, December 2-4, for consultations on the General Assembly ... GILBERT D. KULICK, deputy director, had traveled to New York, October 31–November 1, for the same purpose ... NEAL A. WALDROP, UN political and institutional affairs officer, served on the U.S. delegation for the Sixth Committee for the General Assembly, November 12–22 ... ALEXANDER LIEBOWITZ, officer-in-charge, European and arms control and outer space affairs, and ROBERT LUACES served on the U.S. delegation to the First Committee for the General Assembly, November 4–December 6 ... ERNEST C. GRIGG, officer-in-charge of UN political and institutional affairs, accompanied MAUREEN REAGAN as part of the U.S. delegation to Zaire to commemorate the 20th anniversary of President SESE SEKO MOBUTU, November 21–25.

STEVEN A. CANDY, political officer, traveled to Cartagena, Colombia, as part of the U.S. delegation to the Organization of American States meeting, December 4–11 ... BRENDA OUTLAW, Office of UN Political and Multilateral Affairs, served on the secretarial support staff at the General Assembly, November 10–22 ... F. GRAY HANDLEY, Office of Technical Specialized Agencies, served on the U.S. delegation to the General Assembly, as temporary adviser on international drug control, November 8–19, in New York ... DAVID L. SCHIELE, Office of Technical Specialized Agencies, was head of delegation to the 13th extraordinary session of the Council of the International Maritime Organization, and alternate head of delegation to its 14th assembly, November 8–22, in London ... WILLIAM R. FALKNER, deputy director, Office of Specialized Agencies, served on the U.S. delegation to the 231st governing body of the International Labor Organization, in Geneva, November 4–15 ... HARRY GLAZER, chief, Economic Development Division, Office of International Development, visited New York, December 3–4, for consultations with senior officials of the UN Development Program ... EDWARD M. MALLOY, deputy director, Office of International Development, delivered an address, "Food and Agriculture Organization Code of Conduct on the Distribution and Use of Pesticides," November 14, to an international symposium sponsored by the National Agricultural Chemicals Association's International Registration Committee.

People: FRANCES ARCHIE has transferred from the Bureau of Intelligence and Research to the Office of International Development ... E. RUTH KENNEDY has been assigned to the Office of Administrative Services ... ANN STANFORD, Office of UN Women's Programs, has transferred to the Board of Examiners ... ROBERT A. MACKAY has transferred from the Office of UN Political and Multilateral Affairs to the Foreign Service Institute ... BERNARD J.

NEW YORK—At swearing-in of U.S. delegates to the 40th UN General Assembly, from left: *Selwa Roosevelt*, chief of protocol; *Joseph Vernor Reed*, representative on the Economic and Social Council; *Herbert S. Okun*, deputy U.S. permanent representative; *Adele Langston Rogers*; General *Robinson Risner*; *Hugh Montgomery*, alternative representative for special political affairs; (partially concealed) *Jaime de Pinies* (Spain), president of the General Assembly; *Vernon A. Walters*, permanent representative; (holding bible) former Secretary of State *William Rogers*.

MAXWELL has retired from the Office of UN Documents and Reference . . . CHERYL PEADE has resigned from the Office of UN Budgetary Presentation and Payments. □

Management

Office of the Under Secretary

Under Secretary RONALD I. SPIERS testified before the International Operations Subcommittee of the House Committee on Foreign Affairs, November 13, on implementation of the overseas security program recommended by the Secretary's Advisory Panel on Overseas Security . . . On November 14, he met informally with students of the mid-level course, as part of their series of weekly lectures by senior Department officials . . . The under secretary, accompanied by his executive assistant, MARY RYAN, and American republics area executive director LOU SCHWARTZ, traveled to Mexico City, November 17–19. The focus of their visit was general management concerns, with emphasis on health considerations and a review of the aftermath of the earthquake. □

Equal Employment Opportunity and Civil Rights Office

Deputy assistant secretary CLARENCE E. HODGES visited, by invitation, South Africa and Zimbabwe, October 18–November 5, in the interest of improving African attitudes toward America and sharing with South Africa the benefit of America's history in solving race-related problems. The visit was in cooperation with a USIA program . . . On November 12 the office, in cooperation with USIA, sponsored the first of a series of informational lunch-hour programs, to give employees an opportunity to learn more about countries from which various U.S. racial and ethnic groups originate. The featured nation was the Philippines. KEVIN L. KEARNS of State and JOSE ARMILLA of USIA were the featured speakers. Mr. Hodges was moderator of the program . . . ROBERT TAYLOR attended the Thursday Luncheon Group meeting of December 5, where speaker MARION BOWDEN, assistant staff director, planning and coordination, U.S. Commission on Civil Rights, discussed the congressional intent of the Civil Rights Act of 1964. □

Family Liaison Office

Community liaison office coordinators who visited the Family Liaison Office in November were JOCELYLNE GRANER (N'djamena).

NAIROBI, Kenya—At conference of community liaison office coordinators, from left: *Elizabeth Koutab* (Pretoria), *Judith Smith* (Gaborone), *Loretta McManus* (Bangui), *Lucille Snell* (Lusaka), *Mary Louise Bothwell* (Mogadishu), *Virginia Finley* (Dar es Salaam), *Sue Parsons* (Family Liaison Office), *Sandra Jones* (Nairobi), *Elizabeth Podol* (Kinshasa), *Sue Mills* (Harare), *Phyllis Habib* (Family Liaison Office), *Claudine Leifert* (Johannesburg), *Ellen Mooneyham* (Khartoum), *Susan Smith* (Addis Ababa).

ISLAMABAD, Pakistan—*Ali Sher Khan*, communications supervisor, receives retirement certificate from Ambassador *Deane R. Hinton*. Mr. Khan served for about 27 years.

MARJORIE NESS (London) and VIRGINIA FINLEY (Dar es Salaam). □

Office of Foreign Missions

Throughout November, the office chief counsel, RON MLOTEK, negotiated with officials of the Italian government and the District of Columbia, concerning the District's tax lien against property owned by the Italian embassy. A settlement was signed on November 26 ... The office hosted a meeting with the police chiefs of all jurisdictions in the metropolitan area, December 2 ... JAMES E. NOLAN JR., director, explained the new Department reciprocity program and its effects on law enforcement's treatment of diplomats ... RALPH D. CHIOCCO, operations officer, met with the executive board of the Driver License Compact Commission, in Scottsdale, Ariz., November 6–7, to make a formal request for participation with the 50 states in the sharing of driver's license information. □

Medical Services

Dr. ARTHUR ROLLINS consulted in Washington after home leave in California. He returned to New Delhi for his tour after the consultations ... Taking French language training prior to a new assignment in Rabat is BEVERLY GREENFIELD, who departed Yaounde in October. Her home leave area is New York ... Dr. ALFRED HENDERSON dropped into the Washington office while on rest and recreation from his post in Beijing ... Dr. ELMORE RIGAMER, regional psychiatrist from Vienna, visited the mental health unit while he was in Washington, making a videotape on terrorism ... Dr. EBEN DUSTIN recently returned from a survey trip to several Caribbean, South and Central American posts. Upon his return, Dr. PAUL GOFF, deputy medical director, left for his survey trip to a number of West African posts. □

Near Eastern and South Asian Affairs

Assistant Secretary RICHARD MURPHY addressed the Business Council of the United Nations, November 6. He discussed the Middle East situation ... The special assistant for Middle East negotiations, JOSIAH ROSENBLATT, briefed students in American University's Washington Semester Program on the situation November 7 ... Mr. Murphy addressed the American Jewish Committee's National Executive Council at its annual meeting in Miami, November 9 ... On November 12 he addressed Washington Mission Program visitors on the Middle East situation ... On the next day, he briefed members of the National Jewish Coalition, at the White House ... Deputy assistant secretary ROSCOE SUDDARTH addressed the general assembly of the Council of Jewish Federations, in Washington, November 14.

On November 10 PHILIP WILCOX, director, Office for Israel and Arab-Israeli Affairs, met with the Jewish Federation of Palm Beach, in Florida. Mr. Murphy and Mr. Wilcox discussed U.S.-Israel relations and the quest for peace ... RYAN CROCKER, deputy director for Israel and Arab-Israeli affairs, met with students from Georgetown University's International Leadership Foundation, November 8, to discuss U.S.-Israel relations ... On November 7 DAVID SATTERFIELD, Office for Israel and Arab-Israeli Affairs, met with a Washington Mission Program group from Harrisburg, Pa., to discuss U.S.-Israel relations and the quest for peace ... On November 12 BARBARA BODINE, Office for Israel and Arab-Israeli Affairs, met with a Washington Mission Program group visiting the Department ... On November 14 JUDSON BRUNS briefed students visiting the Department from Northern New Jersey Community College ... KEITH LOKEN, Office for Israel and Arab-Israeli Affairs, met with a Washington Mission Program group visiting the Department from Kansas City, Mo., November 15 ... Mr. Crocker met with B'nai B'rith's Masada Lodge members in Virginia, November 17, to discuss U.S.-Israel relations.

DAVID GREENLEE, deputy director, Office of Egyptian Affairs, participated in a World Affairs Council Middle East forum in Buffalo, November 19 ... ROSCOE SUDDARTH met that day with members of the National Council of Jewish Women, in the Department, to discuss U.S.-Israel relations and the quest for peace ... BRENT HARTLEY met with classical studies students at the University of Maryland, Baltimore, November 20, to discuss Egypt and U.S.-Egyptian relations ... On November 21 Mr. Satterfield met with a Washington Mission Program group visiting the Department from Detroit ... Mr. Bruns briefed students from Anne Arundel and Fort Meade Community Colleges, on Middle East policy, November 1 ... On November 5 BRENT HARTLEY, political officer, Office of Egyptian Affairs, briefed the Lions Club, in Winchester, Va., on Middle East policy ... Mr. Crocker traveled to Milwaukee, December 10, to address a Rotary luncheon on Middle Eastern issues. He was interviewed on a Milwaukee radio station and met with editors and journalists in a background session.

From December 9–14, the bureau sponsored a conference in Washington for its overseas administrative officers. Twenty-three officers participated in the session, which included four days of briefings by Department officials and two days of offsite management exercises at the Coolfont Center, Berkeley Springs, W. Va. □

Oceans and International Environmental and Scientific Affairs

Assistant Secretary JOHN D. NEGROPONTE chaired the semiannual meeting of the board of governors of the U.S.-Israel Binational Industrial Research and Development Foundation, in Jerusalem, November 13–15 ... The previous week, he attended the International Energy Agency/Nuclear Energy Agency high-level workshop on nuclear energy, in Paris ... On November 26 he observed the night launch from Cape Canaveral of the space shuttle Atlantis, carrying the first Mexican astronaut and a Mexican communications satellite.

NANCY OSTRANDER, coordinator of population affairs, traveled to North Carolina, November 5–6, to consult with the Research Triangle Institute, Family Health International and other population research organizations and groups with headquarters in the area.

EDWARD WOLFE, deputy assistant secretary, oceans and fisheries affairs, led the U.S. delegation to the fourth experts meeting on a South Pacific regional environment convention, in Noumea, New Caledonia, November 18–28 ... CLIFTON METZNER and ALAN KRAUSE, Office of Environment and Health, were members of the delegation ... LARRY L. SNEAD, director, Office of Fisheries Affairs, met with senior Japanese and Korean government and industry representatives in Tokyo, Seoul and Pusan, October 31–November 5, on developments in U.S. fisheries policy ... He represented the Department at the 38th annual meeting of the Gulf and Caribbean Fisheries Institute, in Martinique, November 11–15, and was the banquet speaker at the 12th annual meeting of the Alaskan chapter of the American Fisheries Society, in Kodiak, Alaska, November 21 ... While in Kodiak, he taped a Public Broadcasting Station radio program for Alaska stations ... RAYMOND V. ARNAUDO, Office of Fisheries Affairs, has been detailed to the International Maritime Organization in London for a year. He intends to study the pollution problem of lost and discarded fishing nets, equipment, gear and debris, and the impact of non-biodegradeable plastics on fishing vessels and the environment. He will work on fisheries trade and commercial matters on behalf of the National Marine Fisheries Service, and do research, on Antarctic environmental issues, at the Scott Polar Research Institute in Cambridge.

On November 8–9, deputy assistant secretary RICHARD ELLIOT BENEDICK accompanied FRANK YOUNG, commissioner of the Food and Drug Administration, for discussions in London and Brussels concerning a prospective Organization for Economic Cooperation and Development report on safety and regulations in biotechnology. They met with officials of the European Commission and the British and Dutch governments ... At a meeting of the National Committee for the U.S. Man and the Biosphere Program, at the Department, November 21, Mr. Benedick announced that State had reaffirmed its commitment to the program with increased staff and requested increased program support in fiscal year 1987 ... THOMAS WILSON, Office of Environment and Health, was a member of the U.S. delegation to the Organization for Economic Cooperation and Development's sixth joint meeting of the Chemicals Group/Management Committee, in Paris, November 25–27 ... GEORGE A. FURNESS JR., deputy director, Office of Food and Natural Resources, served on the U.S. observer delegation to the first meeting of the conference of the parties to the migratory species convention, in Bonn, Germany, October 21–26, and attended the 13th meeting of the standing committee of the convention on international trade in endangered species of wild fauna and flora, in Lausanne, Switzerland, October 28–November 1 ... ELIZABETH G. LIVELY joined the staff of the Man and the Biosphere Program secretariat, Office of Food and Natural Resources, on November 12.

OTHO ESKIN, director, Office of Advanced Technology, with RALPH BRAIBANTI and MICHAEL MICHAUD, special assistant for space policy, participated in space station talks with member governments of the European Space Agency, November 26, in Washington ... WILLIAM LOWELL, deputy director, participated in the 40th session of the UN General Assembly, November 18–28, in New York ... Mr. Braibanti attended the November 15–16 meeting of the summit technology, growth and employment working Group, in Bonn ... MARTIN PROCHNIK, director, Office of Energy Technology Cooperation, was on the U.S. delegation to meetings of the International Energy Agency and the Nuclear Energy Agency, in Paris, October 30–November 5 ... CHARLES M. NEWSTEAD represented the bureau at the Geneva summit meeting. □

OCEANS AND INTERNATIONAL ENVIRONMENTAL AND SCIENTIFIC AFFAIRS—*Raymond V. Arnaudo*, who has been detailed to a study of ocean pollution problems.

Personnel

New arrivals in the Office of Performance Evaluation are KAY SMITH, incentive awards officer, and DEBORAH SNIPES, personnel assistant ... The Office of Position and Pay Management has welcomed ANN CARTA and JOSE GARCIA-FRIAS, position classification specialists; JAMES MURPHY, pay management specialist; LIZ LINEBERRY, secretary; and KIM QUARLES, clerk-typist. □

Politico-Military Affairs

Director H. ALLEN HOLMES traveled with PRESIDENT REAGAN's party to Geneva for the summit meetings. He then flew to Jakarta and Canberra ... Operations coordinator R. RAND BEERS attended a meeting of the U.S.-Pakistan Consultative Group, in Islamabad, November 19-21; he then joined Mr. Holmes in Canberra for further talks with the Australians ... Deputy assistant secretary THOMAS E. McNAMARA attended change-of-command ceremonies for the U.S. commander-in-chief, Central Command, McDill Air Force Base, and the U.S. commander-in-chief, Atlantic Command, in Norfolk, Va., on November 27 ... Deputy assistant secretary ROBERT DEAN participated in a USIA-sponsored teleconference broadcast over the Voice of America on November 7. Later in the month he addressed a seminar of Georgetown University students at the Foreign Service Institute.

W. SCOTT BUTCHER, deputy director, Office of International Security Policy, traveled to Cincinnati, November 12-14, for a talk at the Cincinnati Women's Club on U.S. relations with the East Asia/Pacific region from a security perspective, and for an editorial background with the senior editorial staff of the Cincinnati Post ... WILLIAM H. GUSSMAN, director, Office of Strategic Technology Affairs, traveled to London, Rome, Paris, Bonn, Frankfurt and Tokyo in late November and early December, to work on strategic issues ... JERRY W. LEACH, deputy director, Office of Strategic Technology Affairs, traveled to Paris, in late October, to attend a meeting on strategic trade issues ... ALOYSIUS M. O'NEILL, Office of Strategic Technology Affairs, coordinated a three-day conference in Tokyo for more than 100 strategic technology officers ... RICHARD ELLOTT, deputy director, Office of Munitions Control, addressed an export seminar sponsored by General Telephone and Electronics Corp., on November 12, in Washington. On November 20 he spoke

before the National Security Industrial Association, in Washington ... JOSEPH P. SMALDONE, chief, Arms Licensing Division, briefed American University's Washington Semester Seminar, November 20, on African military issues. He also presented a paper on African-Middle Eastern military relations at the joint annual meeting of the African and Middle Eastern Studies Association, in New Orleans, November 23-26 ... ROSE MARIE BIANCANIELLO, aircraft licensing officer, attended briefings and discussed licensing procedures on the F16/F15 aircraft programs, on November 15, at Wright-Patterson Air Force Base, O.

People: Additions: JOHN W. BLANEY joined the Office of Strategic Nuclear Policy in mid-November, following a one-year American Political Science Fellowship and a brief stint with the Arms Control and Disarmament Agency. Mr. BLANEY worked on Capitol Hill for Congressman LES ASPIN (D.-Wisc.) and Senator PAUL SIMON (D.-Ill.). *Departures:* DONALD LYLES, Executive Office, transferred to Consular Affairs on November 8 ... BRENDA JONES, Office of Public Diplomacy, resigned on November 22 to go to private industry ... CATHY STANLEY, Office of the Near East and South Asian Affairs, transferred to Bureau of European and Canadian Affairs, November 22 ... HOMER PHELPS, Office of Theater Military Policy, retired on November 30. □

Public Affairs

Office of the Secretary: Assistant Secretary/Department spokesman BERNARD KALB accompanied SECRETARY SHULTZ to Geneva, November 16, for PRESIDENT REAGAN's meeting with MIKHAIL GORBACHEV, returning to Washington, November 21, through Brussels, Belgium, to brief the NATO allies on the summit meeting ... On December 1 Mr. Kalb traveled with the Secretary to Grand Cayman, West Indies, en route to the 15th general assembly of the Organization of American States, in Cartagena, Colombia, December 2 ... Senior deputy assistant secretary GEORGE B. HIGH spoke on Central America to university and community groups, in Lincoln and Kearney, Neb., November 13 and 15 ... Deputy assistant secretary ROBERT M. SMALLEY discussed Soviet-American relations and arms control, with the 29 Club in New York and the Jacksonville (Fla.) Rotary, in November ... He spoke on summit and security issues in addresses to the Portland (Me.) Rotary and the Baltimore Council on Foreign Affairs ... In the Department, Mr. Smalley briefed the Wellesley College alumni group and, on November 14, spoke on the strategic defense initiative to a visiting group of West Germans representing the Sarland Junge Union.

Office of Opinion Analysis and Plans: BERNARD ROSHCO, director, gave the opening talk on "Public Opinion: How to Read Polls," for the mid-level professional development program, December 9, at the Foreign Service Institute ... ALVIN RICHMAN, senior public opinion analyst, gave a talk on "American Attitudes Toward the Soviet Union on the Eve of the Geneva Meeting," on October 31, at the opening session of the Wye Woods Seminar, sponsored by the Foreign Press Center.

Office of Public Communication: Writer-editor CYNTHIA SABOE attended a three-day course, "Editorial Planning for Printing and Production," at the Government Printing Office, December 9–11 ... Secretary-typist CYNTHIA KRUCELYAK attended the career development seminar, September 24–30, sponsored by the Foreign Service Institute ... Public affairs specialist IRENE NOVAK attended a seminar on executive-congressional Relations, October 7–11, and a symposium, December 4, on "Authoritarian Regimes in Transition: Argentina and Brazil," both sponsored by the Foreign Service Institute ... Public affairs specialist CHERYL GROSS attended the School of Area Studies course on Africa and sub-Sahara, December 2–13 ... Clerk-typist ORNELLA CAVALLO attended the career development seminar at the Foreign Service Institute, November 19–22; her co-worker, clerk-typist MIRINDA LANE, completed the 24-hour "Fundamentals of Speech" course, also at the institute, October 6–November 11 ... Joining the Correspondence Management Division in November were supervisory writer-editor DONNA (DUSTY) KREISBERG and writer-editor CHRISTINA A. MacDONALD ... Writer-editor DIANA A. McCAFFREY attended the intelligence and foreign policy seminar offered by the School of Professional Studies at the Foreign Service Institute, November 18–22.

Office of Press Relations: DEBBIE CAVIN completed a two-month assignment to the National Security Council on the Geneva summit.

Office of Public Programs: An overflow audience of 550 attended the Department's first regional foreign policy conference in San Antonio, November 21. Regional programs officer MICHAEL GUIGNARD served as conference manager, and was assisted by regional programs officer MARJORIE WEISSKOHL, who had just returned to the office after participating in the week-long Canada area studies course ... Regional programs officer MONICA JANZER attended the executive performance seminar, December 2–6, in Hedgesville, W.Va. □

Refugee Programs

A panel of Americans appointed by the Secretary to review the Indochinese refugee situation in Southeast Asia, headed by ROBERT D. RAY, former governor of Iowa, completed its assessment trip in November. The panel, consisting of IRENA N. KIRKLAND, former Senator GALE W. McGEE (D–Wyo.), JONATHAN MOORE and former Deputy Attorney General EDWARD C. SCHMULTS, visited Hong Kong, Bangkok, Hanoi, Kuala Lumpur, Jakarta, Singapore and Geneva, November 6–27.

JAMES N. PURCELL JR., director of the bureau, represented the Department at the Council on Religion and International Affairs' presentation of the Carnegie Award for humanitarian service to POUL HARTLING, the UN high commissioner for refugees, in New York ... Mr. Purcell participated in the symposium on refugees sponsored by the Office of Compassionate Ministries, Church of the Nazarene, in Kansas City ... From December 1 to December 16, he was in Sydney to participate in the East Asia regional consular conferences, and in Canberra to represent the Department at the meetings of the consultative group on Indochinese refugees, attended by representatives of Australia, Canada, and the UN refugee agency ... From Australia, Mr. Purcell proceeded to Thailand, to examine the refugee situation and U.S. programs in that country ... On November 22 Mr. Purcell met with WALTER McLEAN, Canadian minister of state for immigration, to exchange views on Canadian and U.S. refugee admission policies and programs. Mr. McLean was accompanied by JOSEPH BISSETT, executive director for immigration of the Canadian employment and immigration department; PAUL HEINBERKER, minister political; WILLIAM LUNDY, counselor and consul; JAMES ALLEN, special assistant to Mr. McLean; and DENNISON MOORE, special adviser. Joining in the discussions from the bureau were ROBERT L. FUNSETH, senior deputy assistant secretary; CAROL P. HECKLINGER, director, Office of Refugee Admissions and Processing; and KAREN E. MARTIN, refugee affairs officer.

Acting director Funseth and other bureau staff members conducted a day-long consultation with OLE VOLFING, external relations director for the UN refugee agency, to discuss its general program funding for 1986 and 1987. Specific programs examined included the antipiracy program in Southeast Asia; the Lao screening program in Thailand; the Orderly Departure Program in Vietnam; and the Africa special appeal and Ethiopian repatriation and rehabilitation ... Mr. Funseth hosted a luncheon in Mr. Volfing's honor, attended by UN and Department of State officers.

On December 6 HASSAN ATTIYAH, Sudanese commissioner for refugees, who is in the United States on an international visitors grant sponsored by USIA, was in the Department for daylong discussions of the Sudanese refugee situation. Mr. Funseth hosted a luncheon in Mr. Attiyah's honor, attended by Department officials interested in the Sudanese refugee situation. JAMES D. McHALE, program officer, USIA, attended ... NORMAN W. RUNKLES, comptroller, was a member of the U.S. delegation to the 52nd session of the Council of the Intergovernmental Committee for Migration, in Geneva, the week of November 18. Mr. Runkles participated in meetings of the subcommittees on transportation and budget and finance ... BRUCE K. SASSER, director, Office of Policy and Program Coordination, accompanied Mr. Purcell on his trip to Canberra, to participate in

meetings of the consultative group on Indochinese refugees, and to Sydney, to participate in the East Asia regional consular conferences ... Mr. Sasser represented the bureau at the North Asia regional consular conference in Seoul ... MARTHA A. FUNK, presidential management intern, attended the internship orientation seminar in Williamsburg, Va ... JAMES P. KELLEY, director, international organizations, participated in the UN General Assembly's Third Committee deliberations on the UN refugee agency ... JOHN R. RATIGAN, director, Office of Asian Refugee Assistance, attended the UN Border Relief Organization donors meeting in New York.

MARGARET J. McKELVEY, refugee officer, Office of African Refugee Assistance, addressed a Cornell graduate seminar on refugee aid and development in Africa, in Ithaca, N.Y. ... DEBORAH M. ODELL, refugee officer, attended the African studies association annual meeting in New Orleans ... JOHN A. BUCHE, director, Office of European, Near Eastern and Latin American Refugee Assistance, visited UN Relief and Works Agency field installations in Tel Aviv, Amman and Damascus, and consulted with UN refugee officials in Geneva ... DONALD M. KRUMM, director, Office of Emergency Operations, inspected the UN refugee management training program in Madison, Wisc. ... SHEPPIE G. ABRAMOWITZ traveled to Nairobi, Mogadishu and Djibouti, to assess refugee programs in the field and specifically the work of American private voluntary agencies at UN-sponsored refugee sites ... ANN MORGAN, director, Office of Refugee Training, monitored the English-as-a-second-language and cultural orientation program in Manila, and participated in meetings with Inter-Action, in New York ... CAROL P. HECKLINGER, director, Office of Refugee Admissions and Processing, attended a meeting with Inter-Action to discuss worldwide refugee guidelines ... KENNETH SHIVERS, refugee officer, traveled to New York to attend a conference ... DOUGLAS R. HUNTER, director, Office of Reception and Placement, and THERESA L. RUSCH and ANITA L. BOTTI, refugee officers, attended a national voluntary agencies meeting in New York. ■

SANTO DOMINGO, Dominican Republic—Ambassador *Lowell C. Kilday*, left, presents Meritorious Honor Awards to budget and fiscal officer *Anthony C. Yrizarry* and his wife, community liaison officer *Mercedes Yrizarry*.

PESHAWAR, Pakistan—*John T. McCarthy*, right, deputy chief of mission, presents $750,000 U.S. contribution to *Francois Zen Reffinen*, left, International Committee of Red Cross.

Shipping panel schedules public session

The Shipping Coordinating Committee's Subcommittee on Safety of Life at Sea will conduct an open meeting at 9:30 a.m., January 23, in Room 2415 of U.S. Coast Guard headquarters, 2100 Second Street S.W.

The purpose is to finalize preparations for the 52nd session of the Maritime Safety Committee, scheduled for January 27–February 5, in London. Members of the public may attend up to the seating capacity of the room.

For information contact C.P. Yoest, (202) 426-2280. □

Interdepartmental seminar is set for Jan. 13–24

The Foreign Affairs Interdepartmental Seminar will be held at the Foreign Service Institute, January 13–24. It will include sessions on the foreign policy process, historical trends and geographic issues.

Other sessions are planned for March 10–21, May 19–30 and September 15–26. For information, call 235-8776. □

Letters to the Editor

—(Continued from Page 1)
course, a U.S. embassy located in the eastern part of the city (where East German government offices are situated), but it remains our embassy *to* the German Democratic Republic, not *in* the German Democratic Republic.

I realize this lesson in Berlin "theology" is not easy to follow (or swallow, for some!), but it does matter a great deal to at least 2 million people living here in this rather exposed spot in central Europe.

Sincerely,
KENNETH J. PITTERLE ☐

Another challenge on searches

MUSCAT, OMAN

DEAR SIR:

I think the case against inspection of parcels and bags carried by State Department employees is eloquently stated by Colleen Sussman in her letter to the editor in October. There clearly should be a distinction made between employees and non-employees. The reasoning advanced by Ms. Sussman is far more persuasive than the weak replies she has received from the Bureau of Administration and Security. I hope the whole question will be re-examined at a higher level.

CHARLES O. CECIL
Deputy chief of mission ☐

Role of communicators

WASHINGTON

DEAR SIR:

I read with interest Robert Cohoes' fine article, "Earthquake," in the November issue. It provided a splendid scenario of how the embassy staffers in Mexico responded following the earthquake. However, there was a complete lack of information about the vital role that embassy communications and communicators played!

I'm sure from my past experience and knowledge that among the 20 U.S. employees inside the embassy when the quake hit there were communicators on duty! The role of maintaining and restoring damaged voice, radio, telegraph and data links between the consulates and the Department was not included, so I'm wondering just how the embassy functioned?

Instead, one was told how Ambassador Gavin learned from a fellow airline passenger and immediately returned to his duty post. I feel without communications the important disaster coordination which saved so many lives and restored vital services would never have been accomplished.

As a retired Foreign Service communicator, who is still very much involved in national security and emergency preparedness, I await a future article by the administrative counselor about how his communications staff responded that fateful day.

Sincerely,
GRAHAM R. LOBB

The embassy in Mexico replies: Mr. Lobb is of course correct in that embassy communications personnel were critical in many aspects of our work following the earthquakes, and they performed in a splendid manner. Our brief mention of a number of administrative functions comprised only one sentence and perhaps did not give as full credit as we might have liked to every single person, but these support functions are done quietly and without fanfare, and yet we all recognize and appreciate the fine efforts of all these personnel. ☐

'Unsightly and dangerous'

WASHINGTON

DEAR SIR:

Several thousand employees and some visitors entering the Department through the D and 22nd Street entrance must pass the newspaper and magazine stand to the right of the lobby. This stand is an unsightly and dangerous mess. The hall is narrowed by the newspapers stacked in uneven piles on the floor and by carts holding still more newspapers. Bookstands further restrict passage. Partitions divide this limited area to allow access to the employment office.

At almost any time of day, the marble wall beyond the stand is used as a garbage dump by the stand employees. The detritus of candy wrappers, boxes and torn newsprint is sometimes piled three feet high.

I understand that the Department can do little about this situation because these stands are under the control of the General Services Administration. Surely we should have enough pride in ourselves and in the Department to insist on a change. If nothing else, the fire marshals should be concerned about this dangerous hazard to the free flow of passage.

Sincerely,
EDWARD E. KELLER
Office of Program Inspector General ☐

Thai teacher

Khun Prasert Crupiti, left, with Indonesian instructor Andang Poernamaja.

ROSSLYN, VA.

DEAR SIR:

Khun Prasert Crupiti has retired after 29 years teaching Thai at the Foreign Service Institute. We are seeking photos of former students for an album. Please note your name and dates of training. Send to SA-15-Thai, FSI Rosslyn, before March 1.

Sincerely,
BEATRICE CAMP ■

Transfer Tremors ..... by ebp

I was almost transferred to the UNITED STATES but, when they gave USUNtil the close of business to accept or not, there wasn't enough time.

I was almost transferred to ST. JOHNS but, as it was not the type of post I would wANT I GUAranteed the Bureau of Personnel that I wouldn't go.

I was almost transferred to NAIROBI, but I wasn't sure I could get my broKEN YAmaha motorbike repaired there. ☐

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PARIS, France—Word-processing students at Regional Administrative Management Center, from left, sitting: *Bonnie Turrell*, Riyadh; *Irene Ait Benali*, Algiers; *Anna Maria Bustamante*, Bangui; *Felicity Fernades*, Dar es Salaam; *Virginia (Ginger) Ventresca*, Moscow. Standing: *David Bennett*, staff; *Monjurul Chowdhury*, Dhahka; *Michael Strahlberger*, Vienna; *Mahmood Kandahlai*, Doha; *Jane Miller Floyd*, Leningrad; *Thomas Cross*, Lagos; *Francisca Asha*, Yaounde; *Sifan Gebreiez*, The Hague.

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Obituaries

William R. Vance, 51, a communications program officer assigned to Islamabad since 1983, died at St. Luke-Roosevelt Hospital, New York, on November 20.

Mr. Vance

Joining State in 1965, he was a communications and records assistant in Amman and Taipei, a communications and records officer in Tehran, Freetown, Bucharest and Tunis, and a communications program officer in Toronto.

Mr. Vance was born in Los Angeles. He served in the Army, 1951–52, and the Air Force, 1952–62. Survivors include his wife and a daughter. ☐

Lisa M. Sanders, 26, a clerk in the transportation operations branch, Office of Supply, Transportation and Procurement, since 1980, died on November 15.

Ms. Sanders

Joining State in 1977, Ms. Sanders served in the Office of the Deputy Under Secretary for Management, in the Retirement Division, and in the Executive Office of the Department's Bureau of Consular Affairs.

Ms. Sanders was born in Washington. Survivors include her husband, a son, her mother, two brothers and a sister. ☐

Marianne Lehr Adams, 52, a linguist and former head of the testing unit at the Foreign Service Institute, died of leukemia on September 25 at the University of Maryland Hospital in Baltimore.

Her 23-year career at State included work in French, Spanish, Vietnamese and Hebrew. She retired in 1984.

Ms. Adams was born in Germany. A graduate of Cornell, she earned a master's at Middlebury College in Madrid. Survivors include her husband, a son and a sister. The family suggests contributions to the Leukemia Society. ☐

William F. Keough, 55, former head of the American schools in Tehran and Islamabad and one of the 52 Americans held hostage in Tehran for 444 days, died of "Lou Gehrig's disease" at his home on November 27.

Mr. Keough

Mr. Keough became head of the school in Tehran in 1978. When it was closed after the fall of the shah, he was reassigned to the school in Pakistan. At the time of the embassy takeover in Tehran, on November 4, 1979, he was at the embassy collecting student records. After his release, he was employed by the U.S. Department of Education.

Born in Waltham, Mass., Mr. Keough was graduated from Boston College. He was a schoolteacher and administrator for 20 years, and was a superintendent of schools in Massachusetts, Vermont and New York. Survivors include his wife, two daughters, a son, a brother and his mother. ☐

Charles Joseph Little, 82, a Foreign Service officer who retired in 1962 after an assignment to Rome as first secretary, died on July 26, STATE learned recently.

Mr. Little was born in Illinois. A graduate of Yale, he earned a law degree at Harvard and was a member of the New York bar. He was an associate at a law firm from 1930 until joining the Service as an economic analyst in 1943. Mr. Little served in that capacity in Oran, Algiers and Paris. Other assignments were to Brussels and Kabul as first secretary and consular officer. From 1956–59, he was an international economist in the Department.

There are no known survivors. ☐

Richard B. Andrews, 64, a consular officer who retired in 1978 after serving in Frankfurt for two years, died of a heart attack on November 13.

Mr. Andrews

His career began in 1946 with an assignment to Tangiers. Subsequent assignments were to Tunis, Valletta, Stuttgart, Hamburg and Singapore, where he was general services officer and consul. He was second secretary and administrative officer in Kingston, administrative officer in Port of Spain, and first secretary and consular officer in San Salvador.

Mr. Andrews was born in S. Wayne, Wisc. From 1942-43, he served in the Army. Survivors include his wife, a daughter, a son and two grandchildren. ☐

Harold G. Kissick, 74, who retired in 1962 after an assignment to Ankara as counselor for administration, died of "Lou Gehrig's disease" on September 10 at his home in Staunton, Va.

Joining the Department in 1931, Mr. Kissick had assignments in Washington that included assistant to the director of personnel, assistant chief of the budget branch and director of the Division of International Conferences. He was deputy executive secretary for the Japanese peace conference.

Mr. Kissick was born in Chillicothe, Mo. A member of District of Columbia Bar Association, he earned a law degree at the Washington College of Law. Survivors include his wife, two sons, a daughter and four grandchildren. ☐

Jack L. Tech, 49, science counselor at the embassy in Moscow, 1971-74, died of heart failure on Sep-

tember 8.

Before joining State, Mr. Tech was a physicist at the National Bureau of Standards. He was an astronomer at the Smithsonian Astrophysical Observatory, 1964-65, and worked at the University of Leningrad under a U.S.-USSR scientific cultural exchange program, 1965-66. Returning to Standards in 1974, he served as chief of the Radiometric Physics Division before resigning 10 years later.

Mr. Tech was born in Calumet, Okla. He earned a bachelor's, master's and Ph.D. at Harvard. Survivors include his mother and a sister. □

Walter Ramberg, 81, who served in Rome as a science officer from 1959 until he retired in 1970, died of a stroke on October 22 at his home in Sparks, Md.

A native of Italy, his service there included instrumental roles in the initiation of the 1967 U.S.-Italy agreement for scientific cooperation, and the agreement on space research cooperation in 1970.

Mr. Ramberg was graduated from Cornell, and earned a doctorate from the Technische Hochschule in Germany. From 1931-59, he was employed by the National Bureau of Standards, where he was a physicist and chief of the Mechanical Engineering Division. For his research on aircraft, he received the Engineering Sciences Award of the Washington Academy of Sciences in 1942, and the Templin Award from the American Society for Testing and Materials in 1957.

Survivors include two daughters, a son, a brother, a sister and seven grandchildren. □

John W. Sipes, 66, director of the Office of Munitions Control from 1966 until he retired in 1974, died on November 15.

Mr. Sipes was deputy director of the office, 1962–66. Other assignments during his 29-year career included security counselor for the Board of Passport Appeals, 1953–59, and special assistant to the administrator of the Bureau of Security and Consular Affairs, 1959–62.

A native of Washington and a member of the District of Columbia bar, Mr. Sipes was graduated from George Washington University and earned his law degree at Georgetown University. He served in the Navy, 1942–45. Survivors include his wife and two sons. □

Melville E. Osborne, 67, a Foreign Service officer who was assistant director of the Office of Consular Affairs for two years before retiring in 1968, died on November 6.

Beginning his career in 1945, he served as a clerk in Paris, as administrative officer in Guatemala, as commercial officer in Mexico City, as economic officer in Rio de Janeiro and as chief of the political section in La Paz. From 1959-61, he was officer-in-charge of Mexican affairs.

Mr. Osborne was born in Maine. He earned a bachelor's and master's at Boston University and a Ph.D. at Syracuse University. There are no known survivors. □

Barbara Trott Valliere, wife of retired Foreign Service officer Raymond A. Valliere, died of a heart attack on November 2 in Brunswick, Me. She had multiple sclerosis for the past 15 years. Besides her husband, she leaves a son, three daughters, seven grandchildren and three sisters. □

Benjamin F. Goodridge, 89, who was an auditor on the NATO staff in Paris from 1954 until he retired in 1962, died on June 18.

Serving in Paris during most of his 35-year career, he was appointed administrative assistant in 1946, financial officer in 1948, accountant in 1949, chief of the field branch for the Economic Cooperation Administration in 1952, and chief of the fiscal division for the U.S. regional organizations in 1954. Other assignments were to Bucharest and San Jose as a clerk.

A native of New York, Mr. Goodridge attended New York University. From 1917–19, he served in the Army. Survivors include two sons. ■

*In memoriam**

A time of joy, the holiday season
But, with its coming, we remember
Those fateful days early last December
When tragedy struck them for no reason.

Just innocent travelers, homeward bound,
Their loved ones awaiting the familiar calls
Of voices forever silenced. The news appalls
Friends and colleagues the world around.

Disbelieving, we watched the remains return,
Yet more coffins in star-spangled wraps
Days later descending to the sound of taps;
While men with folded flags to grieving widows turn.

O Prince of Peace, heed this our prayer:
That Chuck and Bill now rest with Thee,
That their slayers walk no longer free;
And protect us voyagers in the air.

—FRED KALHAMMER

*Charles Hegna and William Stanford were AID Foreign Service auditors killed by terrorists after their plane was diverted to Tehran. □

How to pay for college with U.S. bonds

Under the Internal Revenue Code, up to $1,000 in unearned income may be accumulated without a tax liability. Assuming that they have no other unearned income, each of your children could own bonds earning up to $1,000 interest per year without taxation.

Or when cashing bonds for college expenses, no tax is due if the child's income and interest on bonds cashed each year are less than the exemption. No matter how you figure it, U.S. savings bonds make saving for college more than just an educated guess. □

Library Booklist

Germany

Books are in the Department Library

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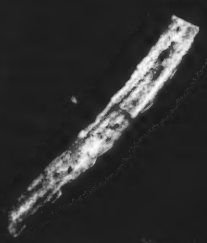

Budget Ax or Scalpel: Help Choose!

S1.118:

THE COVER—Department management officials have some critical decisions to make, and they need recommendations from you. Yes, *you*! See story on Page 2.

United States Department of State

Letters to the Editor

Give—but where?

MILL VALLEY, CALIF.

DEAR SIR:

One of the papers which has been cluttering my desk for the past month or so has been the Department's appeal for a contribution to its 1986 Combined Federal Campaign, "Give Somebody a Chance." There is a note regretting the inconvenience caused me by the Department's earlier incomplete mailing and providing me finally with material essential for last year's giving.

I find these annual appeals asking me to contribute to Washington charities extraordinary and for a while I thought I had put a stop to them. Consider these facts. I have not lived in the District of Columbia for 30 years. I have mixed memories of Washington, many of them fond, but California is my home, the place to which I turned when I was put out to pasture. In fact, I've not set foot in the District of Columbia since 1971.

Why, against this background, should I contribute to a District of Columbia charitable campaign? One year it was suggested I ought to do so for reasons of collegiality. I wrote to the man then in charge and said I yielded to no man in my collegiality, but I lived in California and there were better objects for my philanthropy here than there. Another year it was suggested that I channel my contributions to volunteer fire departments and libraries through the Department so it could have credit for my generosity. I wrote to the effect that it seemed nonsense to me that the Mill Valley Volunteer Fire Department and the Tahoe City Volunteer Fire Department and the Mill Valley Library should have to wait for my donations until my checks cleared through the Department's Combined Federal Campaign office.

I asked to have my name removed from the Department's campaign list and for a couple of years it was. Now it's back on the list, proof I guess that

—(Continued on Page 45)

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Editor Sanford (Whitey) Watzman
Associate editor Barnett B. Lester
Staff writer Donna Gigliotti
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There are 11 monthly issues (none in August). Deadline for submitting material for publication usually is the 10th of each month. Contributions (consisting of general information, articles, poems, photographs, art work) are welcome. *Double-space* on typewriter, spelling out job titles, names of offices and programs—*acronyms are not acceptable.*

Black-and-white, glossy-print photos reproduce best. Each photo needs a caption, double-spaced, identifying all persons left to right. Send contributions to STATE magazine, DGP/PA, Room B-266. The office telephone numbers are (202) 632-2019,–1648 and –1742.

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News Highlights

Special group is organized to find 5-year savings for Department

Gramm-Rudman-Hollings law causes 'unprecedented budgetary problem' at State

A RESOURCE Planning Group has been organized in the Department to deal with what the under secretary for management, Ronald I. Spiers, has termed "a budgetary problem that is unprecedented in our recent history." The problem, confronting all agencies of the U.S. Government, is where to find money to meet the inescapable requirements of the Gramm-Rudman-Hollings deficit reduction legislation. This new law establishes a process which leads inexorably to a balanced budget by 1991.

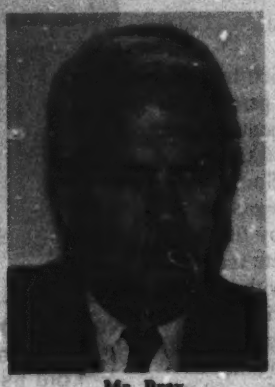
Mr. Spiers named three former ambassadors and two other high-ranking State officials to the group. Its chairman is Charles W. Bray III, whose most recent assignments were as envoy to Senegal and as deputy director of USIA. The other members are Robert M. Sayre, former inspector general at State and ambassador to Brazil; Richard N. Viets, former envoy to Jordan and Tanzania; Lorin A. Jurvis, deputy comptroller of the Department; and Karen D. King, deputy director of the Office of Management Operations.

"It makes no sense, in my view, to 'starve' our functions with across-the-board cuts," Mr. Spiers said in a memorandum to all assistant secretaries and bureau directors. "Rather, I think we have no alternative but to give careful examination to our base operations."

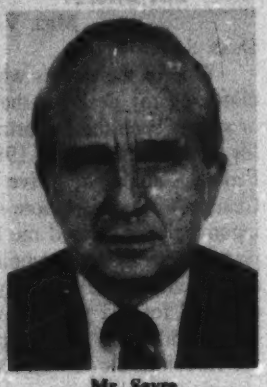
"We must," the under secretary added, "find a minimum of permanent savings this year in excess of $100 million—and equivalent permanent savings of a similar magnitude in each of the next several years." The task of the planning group is "to identify where budget reductions can best be made; assess unfunded, high-priority needs; and make recommendations with respect to useful (and less costly) improvements in the manner in which the Department conducts its operations."

In an interview with STATE, Mr. Bray said: "What we're talking about is a 4.3% cut, just for openers, for the rest of this fiscal year, which ends September 30. That means a total of approximately $120 million for all six of the Department's appropriation accounts." (The largest such account is that for salaries and expenses, which has been running about three-fourths of the annual State budget.)

Mr. Spiers



Mr. Bray



Mr. Sayre

Mr. Viets

Mr. Jurvis

Ms. King

While acknowledging that the Gramm-Rudman-Hollings legislation has been challenged in court on constitutional grounds, Mr. Bray asserted during the interview on January 14: "As of now, the only prudent thing for us to do is to make a worst-case assumption—that this law will run its five-year course—and base our contingency plans on that assumption.

"Historically, during budget squeezes, we've taken across-the-board cuts. We could do that again right now if a one-year reduction were all we were concerned with. But over the next five years it would make no sense, for example, to cut our reporting and analyzing capability, which is central to the Department's mission, to the same extent that we starve something peripheral.

"I've never met the budget, in any organization, into which people hadn't built 'little surpluses.' So in this first year, you could probably pay for Gramm-Rudman-Hollings out of what some people would regard as flab in the budget, if not fat. But after the first year under this new law, we would

have no choice. We would have to go to the muscle and bone.

"That's why we're all going to have to reach some decisions on which of our functions and activities are really important to the conduct of our mission and which are relatively less important. We are going to be compelled to shift resources from these relatively less important requirements to our core functions.

"And so we've begun an effort to consult as widely as possible with all levels of the Department and with the people in the field. We need a consensus on what our real core functions are, so we can preserve them and even enhance them. We're going to have to find imaginative and cost-effective solutions."

Asked to identify which functions and activities might be considered most endangered, Mr. Bray said: "We couldn't answer that for you today but, because of certain deadlines built into the law, some of this will become apparent—at least for the current fiscal year—by the time your monthly magazine reaches its readers. You can say this, in a general way: that our guidance from the seventh floor is that nothing is sacred, though obviously our principal resource, since we're not a program agency, is our people. And we're going to have to preserve and protect that most fundamental of our resources. We might have to do this, as we go on, by reprogramming positions from less important to more important functions."

Emphasizing a point that the under secretary had stressed in his memorandum, Mr. Bray said: "It's very important for us to give the broadest possible opportunity to all individuals in the Department and overseas to transmit to us ideas that occur to them."

Up from the ranks

At this point, when the reporter questioned whether ordinary State employees really had the knowledge and perspective to offer workable ideas, Mr. Bray produced five sheets of paper from a yellow legal pad. "I've been writing down here," he said, "notes on ideas that have come out of unstructured conversations I've had just in the last week—with the people you call 'ordinary' employees. Many of these ideas seem to be very much worth considering.

"For example, one junior officer had some rather interesting thoughts about 'privatizing' certain State functions. By that, I mean turning over some things to private industry to do for us. Also a secretary, in a talk I had with her, raised the point of how we could justify spending so much money for so many offices and individuals on newspaper subscriptions in Washington. And a mid-level officer suggested we ought to look for ways to effectively encourage line officers to conserve funds, rather than spend them. I think he made a good point that all the incentives right now run in the opposite direction.

"These are the kinds of people we'd like to hear from. I hope you publish our room number and phone number with your article."

The planning group is in Room 2138. The telephone number is 647-4637.

—SANFORD WATZMAN □

People at State

Secretary Shultz has appointed **C. William Kontos**, former ambassador to Sudan, as executive director of the Advisory Committee on South Africa . . . **William H. Jahn**, deputy director, Office of International Radio Communications, Bureau of International Communications and Information Policy, has been named executive director and vice chairman of the U.S. delegation to the International Telecommunications Union medium-frequency broadcasting regional administrative radio conference in Geneva, Switzerland. □

Reagan names James Malone for Belize

President Reagan has announced his intention to nominate James L. Malone, assistant secretary for oceans and international environmental affairs from 1981 until last July, as the new ambassador to Belize. Mr. Malone, a consultant in the Department's Office of Central American Affairs since last summer, would succeed Malcolm R. Barneby. The nomination would require Senate confirmation.

Mr. Malone

Mr. Malone began his Government career in 1952 as a checker with the Bureau of Entomology and Plant Quarantine, Agricultural Research Service, U.S. Department of Agriculture, Placerville, Calif. He later held positions as senior principal trial attorney, Federal Maritime Commission, 1970–71; assistant general counsel, Arms Control and Disarmament Agency, 1971–73; the agency's general counsel and principal congressional liaison officer, 1973–76; and U.S. representative to the Conference of the Committee on Disarmament, with the personal rank of ambassador, also with that agency, 1976–77.

He was a consultant with the U.S. Nuclear Regulatory Commission, 1977–78. He was named acting director, Arms Control and Disarmament Agency, January to May 1981. In August that year he was appointed the President's special representative to the law-of-the sea conference. He also was chief of the U.S. delegation to the con-

ference, with the personal rank of ambassador.

Mr. Malone has served as development officer, Beloit College, 1959–61; assistant dean and lecturer in law, University of California, Los Angeles, 1961–67; dean and professor of law, Willamette University College of Law, 1967–68; and visiting professor of law, University of Texas School of Law, Austin, 1969. From 1978 to 1981 he was an attorney with the Washington law firm, Doub & Muntzing.

Mr. Malone was born in Los Angeles on December 22, 1931. He received a bachelor's from Pomona in 1953; a doctorate in law from Stanford School of Law, 1959; and a master's from the Fletcher School of Law and Diplomacy, 1965. He also attended New York University School of Law, 1953–54, and Princeton, 1954. He served with the Army, 1954–56.

He has won many honors and awards, including a Root-Tilden law scholarship at New York University Law School, 1953; a scholarship at Stanford Law School, 1956; the designation, "Outstanding Young Man of America," 1967; and the Distinguished Honor Award, from the Arms Control and Disarmament Agency, 1977. He is a member of Phi Beta Kappa, the Order of the Coif, the American Bar Association and the bars of the District of Columbia, California, U.S. Supreme Court, U.S. Court of Claims and U.S. Tax Court. He has written articles in Foreign Policy, the Virginia Journal of International Law, Law and Contemporary Problems and the Journal for Contemporary Studies. He was a contributor to "Mandate for Leadership—Policy Management in a Conservative Administration," published by the Heritage Foundation in 1981.

Mr. Malone is married to Alice Elizabeth (Betty) Bostwick Malone. They have three children—James Lauren Knight, Adrienne Elizabeth and Frank LeVasseur. □

Quake losses in Mexico

Some 30 Foreign Service national employees suffered substantial property losses during the recent earthquake in Mexico City, the U.S. embassy reported. Three national employees lost their homes and several have temporary lodging. "The losses are being markedly lessened through donations from missions around the world," the embassy said. □

And what did YOU get out of A100?

James and Candice Traweek, left, with Ms. Soria and Mitchell Optician.

Most junior officers are said to get saddle sores, stiff necks and bleary eyes from the eight weeks of lectures on State's bureaucracy. Some get old. A few get oriented. But two officers of the 30th A100 class got each other as brothers-in-law.

During the reception following their swearing-in ceremony, Mitchell Optican introduced his sister, Candice Optican, to classmate James Traweek. By the end of the reception, Mr. Traweek and Ms. Optican were taking each other seriously. The were engaged two months later. The wedding, attended by relatives and the entire 30th class, was performed January 4.

There's more to the story. Mitchell Optican met Maria Rosario Norma Arevalo Soria at the embassy of Spain, and they became engaged before the end of the A100 class. They are to be married April 19.

And there's more. Mr. Traweek is from Texas and Mr. Optican is from California, where both men developed a strong interest in Hispanic culture. Mr. Traweek will be serving his first tour as a consular officer in San Salvador, and Mr. Optican will be serving his first tour as a consular officer in Guatemala City. So the families are to remain merely a stone's throw apart, Mr. Optican points out.

The fruits of A100. □

3 employees plead guilty in 3 criminal cases

Criminal proceedings against three Department employees, in three separate cases, were announced by the Office of the Program Inspector General. Penalties were imposed on them in court, and the three no longer work for the Department.

Illegal salary supplements

One case involved a general services officer at an East African post, who was prosecuted and convicted on

two counts of receiving contributions and salary supplements from a source other than the U.S. Government.

An investigation conducted by the Office of Security and the Office of the Program Inspector General showed that, in late 1981 and early 1982, the officer entered into an agreement with a commercial firm and an embassy vendor whereby, under the name of the embassy, the vendor would purchase in a neighboring country supplies and materials for the firm. The commercial firm paid the officer, who in turn paid the vendor. In the course of these transactions, the officer requested and received two separate, interest-free loans of $3,000 and $5,000 from the vendor. Neither loan was repaid.

Loans of embassy property

The officer assisted the firm in obtaining an office lease and provided embassy paint to refurbish its offices, and also loaned embassy furnishings to the firm. In return for these services, the officer received $3,000 for "consultant/professional services" from the firm. The officer also loaned and gave away U.S. Government furnishings to Foreign Service national employees and host-country citizens. Property records were falsified to cover losses and shortages.

In addition, the Department investigation revealed that the officer accepted $3,000 from a contractor who was bidding on a large construction contract at the chancery, and was involved in a kickback scheme on the lease of an embassy residence.

Airline ticket fraud

The investigation uncovered, too, a scheme by the officer to defraud the government by selling airline tickets purchased with GTRs (Government travel requests). The officer and family were authorized a home leave and return trip, and obtained their tickets via GTRs. The officer did not use the tickets but instead turned them in to the airline for a cash refund. Tickets for the trip were then to be purchased in local currency with the help of an airline representative at a considerably lower rate. The refund from the airline was supposed to have been split with the representative, but that deal was not consumated, and the officer held the $10,000 refund check. The officer also gave the airline representative an embassy air conditioner and other U.S. Government furnishings for his office.

As part of the agreement in which the officer pleaded guilty to the first two charges, the Government agreed not to charge the officer with other possible criminal violations.

The officer was fined $10,000, ordered to repay to the Government the $10,000 received as a refund for the airline tickets, and given a three-year suspended sentence. As part of the plea-bargaining agreement, the officer resigned from the Foreign Service. Two Foreign Service national employees were terminated.

Deal with contractors

In the second case, a security officer was convicted of converting U.S. Government property for personal gain. The court imposed a six-month suspended sentence, ordered two years' supervised probation and required restitution of $5,000 to the Department and 100 hours of community service. An investigation by the program inspector general's office showed that the officer, while dealing with Department contractors, had access to Government-owned material that was surplus to the requirements of a contract. Through an arrangement with an employee of the contracting company, the officer arranged to sell the surplus material to other employees of that firm and their friends. The officer also converted some of this Government property to personal use.

In a preliminary court appearance, the officer pleaded guilty to the charge of knowingly, willfully and without authority selling, conveying and disposing of Government property. As part of the plea bargain agreement, the officer resigned from the Department.

During the investigative interviews, the officer admitted accepting cash, meals and other gratuities from another company which had an equipment contract with the Department; however, the officer was not charged with those criminal offenses.

Overtime fraud

In the third case, a GS-9 secretary/stenographer pleaded guilty to a felony charge of embezzlement. The employee was charged with stealing money from the U.S. Government by falsifying time and attendance records.

Office of Security and inspector general investigators found that as the timekeeper for the office, the employee had the opportunity to modify the time and attendance cards after they were approved but before they were submitted. At sentencing, the employee was fined $5,000 and was put on probation for three years. Because the court did not order restitution of funds, the Department has taken steps to recover the approximately $7,000 in salary losses from the employee's Civil Service retirement contributions.

In a signed statement, the employee admitted altering the time and attendance cards over the course of nearly one year, to reflect overtime not actually worked. The value of improperly claimed overtime was estimated at $5,100. In addition, there was evidence that annual and sick leave records were falsified in the amount of approximately $1,800. ■

Equal Employment Opportunity

Paul M. Washington wins equal opportunity award

Paul M. Washington, chief of the Publishing Services Division, Foreign Affairs Information Management Center, is the 1985 winner of the Department's $5,000 Equal Employment Opportunity Award. He was cited for "counseling, training and good management which have enabled women and minorities to move on to positions of greater responsibility."

Mr. Washington

There were three other nominees for the award: Elizabeth A. Gibbons, associate comptroller for financial operations, Office of the Comptroller; Glenn Mabray, Office of Recruitment, Examination and Employment, Bureau of Personnel; and William Slany, historian, Bureau of Public Affairs. They will receive certificates for their contributions to the Department's equal employment opportunity programs.

The selection committee was headed by Clarence E. Hodges, deputy assistant secretary for equal employment opportunity and civil rights. Other panel members were Gerald Lamberty, president, American Foreign Service Association; Rudolph Henderson, assistant legal adviser for consular affairs; Tad Kobayashi, a retired Foreign Service officer; Donald Stewart, U.S. mission to the Organization of American States; and Ruth Davis, chief, Training and Liaison Staff, Office of Foreign Service Career Development and Assignments.

The panel lauded Mr. Washington for his "constructive advocacy of equal employment opportunity principles" and for assisting the Department "to pursue its goals of achieving a workforce which is representative of the American people." He was nominated by the Thursday Luncheon Group, an organization concerned with issues pertaining to women and minorities in the Government.

Mr. Washington, a Civil Service employee, joined the Department in 1952. He has held positions as mail and file supervisor, records management supervisor, and director, Information Management Section, Executive Secretariat. He has been head of the Publications and Reproduction Division and its successor, the Publishing Services Division, since 1977. □

Equal employment officers for overseas posts

Foreign Service posts are being asked for the first time to appoint equal employment opportunity liaison officers, for one-year terms. The appointments would be from among persons at the senior or management level. Heretofore, such officers have served only in the Department's bureaus in Washington.

The purpose for expansion of the program, said a Department Notice of December 16, is to provide "professional assistance and guidance in the interest of success enhancement for new and untenured employees." Inquiries may be directed to the deputy assistant secretary for equal employment opportunity and civil rights, Room 4216, New State Building, Washington. □

State observes birthday of Martin Luther King Jr.

The Department observed the birthday of Martin Luther King Jr., January 15, with two films and an exhibit on his life and work. Employees also marked the first observance, January 20, of the federal legal holiday honoring the civil rights leader.

The films, "Legacy of a Dream," and "I Have A Dream," were shown in the Dean Acheson Auditorium during the lunch hour. The exhibit was on view during that week in the Exhibition Hall near the cafeteria.

Many employees signed cards, issued by the Martin Luther King Jr. Federal Holiday Commission, pledging to observe the black American's ideals by "loving, not hating; showing understanding, not anger; making peace, not war." The cards were presented to Mrs. Coretta King, widow of the slain leader, for the archives of the Martin Luther King Center for Social Change, in Atlanta, at an interagency ceremony, January 16. ■

Secretary Shultz signs "Living the Dream" pledge honoring Martin Luther King Jr. (Photo by Ann Thomas)

Foreign Service Families

'Family' work accords with Israel, Honduras

The Family Liaison Office has concluded bilateral work agreements with Israel and Honduras that will allow the dependents of Government employees to work in each other's host country. Other such agreements exist with Australia, Bolivia, Botswana, Canada, Colombia, Denmark, El Salvador, Great Britain, Jamaica, Liberia, New Zealand, Norway, the Philippines and Sweden. □

Overseas Briefing Center courses

The Overseas Briefing Center is offering the following courses at the Foreign Service Institute:

—"English-teaching," a one-week course on teaching English as a foreign language, February 10–14, 9:15 a.m.–1 p.m.

—"Understanding Regulations, Allowances, and Finances in the Foreign Service Context," February 19–21, 9 a.m.–4 p.m.

For information, call the institute, 235-8784. □

February 15 is deadline to apply for school aid

The deadline is February 15 for applications for 1986-87 scholarships offered by the American Foreign Service Association and the Association of American Foreign Service Women. Material must be sent to Dawn Cuthell, the scholarships program administrator, 2101 E Street N.W., Washington, D.C. 20037. The telephone number is 338-4046.

Merit awards and financial aid grants will be available. To be eligible for the first, students must be graduating from high school in 1986. The grants, based solely on need, are available only to full-time undergraduate students in the United States.

Dependent children of career Foreign Service personnel in State, AID, USIA and the Foreign Service of Agriculture and Commerce are eligible to apply. In the last academic year, 93 dependent students received over $100,000 in grants in the two programs. □

Siracusa scholarships are to be awarded

The American Foreign Service Association, beginning in August, will award two new perpetual scholarships—in honor of retired Ambassador Ernest V. Siracusa and his wife, Jacq Bachman Siracusa. Mr. Siracusa, according to the association, has made a substantial contribution to its scholarship fund. He now lives in San Clemente, Calif.

This brings to 33 the number of named perpetual scholarships which are being given, on the basis of need, to full-time undergraduate students. In the current academic year the association, in cooperation with the Association of American Foreign Service Women, made grants to 98 students. Contributions to the fund are tax-deductible. ■

ANKARA, Turkey—*Regina Alden* at her retirement ceremony with her husband, *Dennis Alden*, and political counselor *Jay P. Freres*, left. *(Photo by Ahmet E. Aydogdu)*

Ask Dr. Dustin

Q. WESTERN EUROPE

I have a #2 medical clearance and am submitting my bids for my next assignment. I asked our personnel officer for a list of "posts with adequate medical facilities." She said she didn't have a list. Could you send me one?

A.

There really isn't such a list. Your clearance means you may go to a post at which you can get care for your medical problem, without compromise to your health. What might be "adequate medical facilities" for one condition might not be for another. When Personnel contacts our medical clearance section concerning an employee or family member who has less than a full medical clearance, the individual's medical files are reviewed, and the medical resources at the proposed post are assessed in terms of health care support for the problem which has caused that clearance status. A determination is then made whether the assignee may go to the post safely, on medical grounds. It's essential that clearance physical examination be current on you and your family.

Q. FAR EAST

My family and I are new to the Foreign Service and we're assigned to this post that has a regional medical officer. It seems that, when we really need him, he's gone on travel, and we're referred out to a local physician. Why have a doctor here if he's never available?

A.

The role of the regional medical officer isn't well understood by a lot of people in the Foreign Service. This physician is far more than the family doctor for the community to which he or she is assigned. The regional medical officer functions in the field of preventive medicine, assessing the overall medical situation throughout the geographic region of his or her responsibility, and recommends courses of action to avoid illnesses and injuries. This officer also surveys available health support personnel and medical facilities that may be used by U.S. Government employees. He or she evaluates resources for consultations, examinations and emergency or elective hospitalizations of personnel in that area. As you can see, these aren't jobs that can be performed by inexperienced physicians, and our officers have advanced training and years of experience in this field. Since most of them have fairly large areas, they can't always be at post when your needs arise. You should seek the guidance of the health unit staff in finding a competent local physician who will be available to you when the regional medical officer is traveling to the satellite posts which he or she serves.

Q. WASHINGTON

I've just been informed by my brother that my 65-year-old widowed father is having difficulties remembering simple things, such as where he put his house keys and how to get home from the grocery store. He lives alone and I'll be assigned overseas shortly. I would like to know what services might be available so we could plan ahead.

A.

The Employee Consultation Service, a confidential program of the Office of Medical Services, in Room 2237 (telephone: 647-4929) is staffed by four clinical social workers. They can help you assess the situation, develop plans and make you aware of the resources you might need in long-term planning. These resources might include life-care communities, nursing homes, home health aides and support groups. The service will provide counseling for the anxiety you may be experiencing as parents become frail and dependent. It sounds from your description that the first step might be a complete physical examination for your father so his family physician can determine if these symptoms are part of the normal aging process or the onset of a senile dementia such as Alzheimer's disease. Should Alzheimer's be the diagnosis, you'll need to do careful short, medium and long-term planning for your father's care, safety and management. You would benefit from a medical team approach, the team consisting of the family physician, a neurologist and a clinical social worker. Planning for aging parents is a new lifecycle task for most middle-aged children in America today.

Q. MIDDLE EAST

I've been diagnosed as having hemorrhoids, and I try to maintain a high-fiber diet but I still have an occasional bloody stool. This doesn't always coincide with a difficult bowel movement, and sometimes it's completely unexpected. I'm healthy, in the mid-30s but do have a history of colon cancer in my family. When should I become concerned about this bloody stool?

A.

Cancer of the colon and rectum is the No. 2 cancer killer, so you must heed the warning signs of this disease. Along with rectal bleeding, a change in bowel habits is another clue to potentially serious intestinal problems. Anal fissures can sometimes cause rectal bleeding, along with hemorrhoids, but fissures usually are accompanied by

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This column by Eben H. Dustin, M.D., chief of the Department's Office of Medical Services, appears monthly in STATE. Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the editor, or to Dr. Dustin directly. In either case, your privacy will be respected; your post will not be identified. ❑

sharp, tearing pains with bowel movements. To tell where the bleeding is coming from, the doctor will usually look at the anus, rectum and the last part of the colon through a narrow tube called a sigmoidoscope. If it's felt you should have further examinations, the doctor may order a barium enema, which is an X-ray examination of the colon, and colonsocopy, which is a longer tube passed through the entire length of the colon to check for polyps, cancers or sites of bleeding. All adults 40 and older should have a yearly check of their stool for trace amounts of blood. With your family history and symptoms, you should consult with your regional medical officer and follow his guidance concerning this problem.

Q. AFRICA

We're leaving Central Africa after four years and want our children, 6 and 9, to be thoroughly checked for all the worms and bugs that Africa is prone to! Since the kids can't have their physicals at State, is there any way they can be checked for tropical diseases at our home-leave site in the Midwest?

A.

Yes indeed. Blood and stool tests of a very special nature can be performed to determine if your children have been exposed to certain parasitic diseases in various parts of the world. Our medical laboratory at State has specially-trained staff people who can perform tests for a variety of parasitic diseases. When your regional medical officer makes his or her next visit, discuss your concerns so you may be given special mailing containers and kits, with instructions for having samples sent to our lab for analysis. I emphasize that the accompanying questionnaires must be properly filled out and submitted with the samples. Further, it's important that you list all of your contact points while on home leave, so you may be contacted if there are any abnormal findings, and so appropriate treatment may be instituted prior to your departing for your new post. □

Dr. Dustin's health hints

More on AIDS: Advice to official travelers

It is believed that AIDS has been present and causing disease in parts of the world for a number of years. There's broad, international agreement that AIDS is transmitted three ways: by sexual contact (either heterosexual or homosexual), by direct contact with blood (as with blood transfusions and intravenous drug abuse) and from mother to infant.

In the United States, parts of Europe, Asia and Latin America, transmission of this disease has been linked mainly with homosexual contact. Increasingly, however, heterosexual spread is being documented. In Africa, heterosexual contact is the most common source of the infection.

Throughout the world, the highest prevalence of infection is among prostitutes. Blood-contact transmission occurs from blood transfusion and through contact with contaminated needles and syringes. New information in this area indicates that relatively large quantities of AIDS virus are required to transmit the infection. Accordingly, the AIDS virus is 10–15 times less transmissible by blood contact than Hepatitis B virus.

The U.S. Public Health Service has made the following recommendations. Because of the increasing occurrence of the disease, they are valid worldwide.

1. Don't have sexual contact with persons known or suspected of having AIDS.

2. Don't have sex with multiple partners, or with persons who have had multiple partners (i.e., prostitutes).

3. Persons who are at increased risk for having AIDS shouldn't donate blood.

4. Physicians should order blood transfusions for patients only when medically necessary. Health workers should use extreme care when handling or disposing of hypodermic needles.

5. Don't use or abuse intravenous drugs.

6. Don't have sex with people who abuse such drugs. □

Alcohol Awareness Program

Cocaine in the corporate world

The following is reprinted with permission from the Washington Post, at the request of the Department's Office of Medical Services.

BY NORA ZAMICHOW

Robert Tollard, 41, first snorted cocaine in the conference room of a major Wall Street brokerage firm where he was senior vice president. For the next seven years, he often made instant decisions on multimillion-dollar trades while he was high.

Tollard—whose name, like those of other cocaine users in this article, has been changed to protect his privacy—started using about two grams of cocaine each week, buying it from employes and limousine drivers. Eventually, he was using an ounce or more a week. Tollard, who earned more than $1 million in a good year, estimated that he spent more than $100,000 annually to support his habit.

He had become a new breed of junkie—the executive addict.

"Cocaine is a very performance-oriented drug, and the typical executive is a sucker for that," says Dr. Jeffrey S. Rosecan, director of the Cocaine Abuse Treatment Program at New York's Columbia-Presbyterian Hospital. "It's a fine line between thinking cocaine helps you perform and feeling you can't perform without it. Executives, in particular, cross that line early in use."

Robert Tollard crossed that line almost immediately. He would snort the drug in his office or in the bathroom. Tollard wasn't the only cocaine abuser at his firm.

"It was so bad that people used to joke that you had to make reservations to get into the men's room," he says. "It was fashionable. I liked the

camaraderie."

Cocaine is not confined to the nation's baseball diamonds and glamour industries. One of every 10 Americans has tried cocaine, according to the National Institute on Drug Abuse. There are an estimated 5 million to 6 million cocaine users. Many of them, experts say, use the drug in the workplace. In a survey of 500 callers to 800-COCAINE—a national "helpline" for people who have problems with, and questions about, cocaine—92 percent said they worked while under the influence of the drug.

Snorted, smoked or injected, cocaine is increasingly popular among executives, Rosecan says. Between one third and one half of executives under 50 have tried it, he estimates.

Cocaine is well-suited to the corporate world. Stored in a tiny vial, it can be sniffed inconspicuously and doesn't cause bloodshot eyes, breath odor or other tell-tale signs.

"Cocaine is very acceptable—sometimes more than alcohol, since it doesn't make you a blithering idiot," says Dr. Anne Geller, director of Smithers Alcoholism Treatment and Training Center at St. Lukes-Roosevelt Hospital in New York.

Cocaine's popularity has increased in the workplace, say experts, as the children of the '60s have climbed the corporate ladder, bringing with them a casual attitude towards drugs.

"I had experimented with drugs in college," says former cocaine addict Larry Katz, 34, president of a New York importing and exporting business. "I didn't think of drugs as evil or something I couldn't control. Coke gives you a feeling of omnipotence and being on top; this is a very nice thing to have in 1985."

Jeff Tosch, 28, is a bond broker who earns more than $100,000 a year. He began using cocaine in college.

Tosch, who can make or lose up to $250,000 in one day for his firm, says he is sometimes offered drugs after work by representatives of brokerage firms. Five different independent brokerage companies compete for his business, which could mean $25,000 a day in commissions for them.

"The only way they can compete is by entertaining you," says Tosch. "On an average night, when you want to go out, they pick you up in a limousine, take you to the best restaurant, order the best wines, pick up the tab, and offer you coke."

Tosch, however, says he does not use their cocaine, because the quality is not as good as his own. "What I get is probably the best cocaine that anybody has ever seen in New York," says Tosch, who sells coke to "15 friends." "Selling is a very benevolent type of thing. It's almost more of a service—something I do for my friends."

Tosch says he uses cocaine to get extra energy. "You just can't work from 8 to 5 under pressure and have your mind work smoothly at 11:30 at night, so you use coke," he says.

Many experts say people use cocaine because of its glamour. "It's a drug that's associated with status and stardom," says Rosecan. "The myth is constantly reinforced—coke is the champagne of drugs, the all-American drug."

The myth includes the notion that cocaine offers a safe, non-addictive high. "There was supposed to be nothing harmful," says businessman Katz, who describes groveling naked on his bedroom floor at the height of his addiction, looking for fallen grains of coke. "So I figured, why not use it if I can afford it?"

As Katz learned and as NIDA announced last year, cocaine is dangerous and "powerfully addictive." Physicians say cocaine, linked to cardiac arrests, seizures and strokes, can kill.

"It's hard for people to conceptualize how a drug that produces this wonderful euphoria can be so lethal and so addicting," says Rosecan. "Cocaine is a time bomb—it creates a need for itself."

This need can be overwhelming. Patti Gordon, 29, after seven years of using the drug, depleted her finances so completely that her apartment had only a mattress on the floor. "Each time I did a line, I'd need another line and another line—until I had done my whole paycheck," she says. "I would do just about anything for another line."

For executives, that need is often easy to satisfy, at least initially. "Executive addicts have control—they can leave the office, make bogus appointments, shift responsibilies to employees," says Dr. Mark S. Gold, director of research at Fair Oaks Hospital in Summit, New Jersey and founder of the cocaine hotline.

In a hotline survey, upper-income cocaine-users—whose average annual income was $83,000—used 15 grams of the drug weekly. Middle-income users, with a mean income of $28,000, used an average of 8.2 grams a week. The wealthy chronic users also have more health problems, including a higher incidence of cocaine-related car accidents and cocaine-induced brain seizures.

Even when executive addicts are detected in the workplace, little may change. "The higher up the ladder you go, the less likely you are to be confronted about a drug problem," says Dr. Jay Hauge, director of Chemical Dependency Services at St. Mary's Hospital in Minneapolis.

Getting an executive to recognize that he or she has a drug problem is a major hurdle. "The rich, near famous, and powerful tend to see drug use in context of entitlement—they're entitled to drug use as part of their success," says Gold. "They believe they can control it, though others cannot."

When an executive does acknowledge a drug problem, he or she may not see the need for treatment. "Asking for help is an alien concept," says Gold. "Executives think they'll do this themselves. They did other things that people said they weren't likely to do, and they'll do this, too."

Reasons that prompt some addicts to seek help may have little effect on executives. "Fear about disgrace and what the family or neighbors think are common concerns of the middle class that are rarely voiced by the CEO

BRUSSELS, Belgium—Ambassador *Geoffrey Swaebe*, right, presents Certificate of Appreciation, from the Drug Enforcement Administration, to economic officer *Peter R. Keller*, for his contribution to law enforcement as the embassy's narcotics coordinator.

[chief executive officer]," says Gold. "These people are afraid that stock prices will be hurt or that they'll never work effectively again."

When executive addicts do seek treatment, it's often because of a disaster—like losing their money or job. Sometimes the executive seeks help because, like Tollard, he is afraid he's dying.

"I was afraid of everything," says Tollard, who came from a wealthy family, went to an Ivy League college, attended Wharton Business School and landed a prestigous job. "The Federal Express man would come and I couldn't answer the door."

Married 18 years, he maintained an apartment in New York and a five-acre home in Connecticut. But he started using cocaine and stopped coming home. He would hop on a plane and spend a day in the Bahamas, or fly to San Francisco for dinner, or hire a helicopter so he and his friends could have cocktails over the East River.

Eventually Tollard stopped doing everything, including going to work. And he started feeling scared. He separated from his wife, lost his job, went through his money, gained 70 pounds and started having heart palpitations.

About two years ago, Tollard sought help at the Stuyvesant Square Chemical Dependency Program at Beth Israel Hospital in New York. He has been off drugs for the last 15 months. He now earns $500,000 a year as a vice president at another major Wall Street firm, where he was hired by a recovering addict.

Tollard sees addiction as a life-long problem. He's in therapy, he attends a self-help group and leads another group for recovering addicts. But, he admits, "if you put a big tray in front of me, and one half had everything I ever wanted in life—a beautiful wife, kids, success—and the second half had a bottle of vodka and a kilo of coke, I might take that second half."

If you think you have a problem, get in touch with the Alcohol Awareness Program, Department of State, 647-1843 or 647-8804. Regulations require that all contacts with the program office be handled on the basis of medical confidentiality. ■

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Disciplined Writing and Career Development

'Your ideas will form a clear, continuous, comfortable trail'

(Providing you link one idea with the next)

BY MORTIMER D. GOLDSTEIN

This is the 11th installment in this series by Mr. Goldstein, a retired member of the Policy Planning Staff.

A MESSAGE or a report, viewed as a whole, should be an orderly, logically-constructed presentation of ideas—a coherent statement. Considered piece by piece, it should "tie your thoughts together so that your reader can follow you from one to the other" without hesitation. That quotation contains the core of my Principle No. 5, which I can express in a single word: cohesion. The quotation is borrowed from "Plain Letters," a time-tested publication of the U.S. Government Printing Office that I recommend as an inexpensive package containing lots of the right stuff in compact form.

Mr. Goldstein

Accordingly, to produce good writing, you should link individual clauses, sentences and paragraphs so that your reader will readily sense the relationship between one idea and the next. Your linkages may be bold or unobtrusive, but should always be unmistakable. If your links are adroit, your ideas will form a clear, continuous, comfortable trail, and your readers will never have to be surprised, or wonder whether they've become lost in a jumble.

Three methods are commonly used to connect ideas:

1. Use of "word echoes"—the repetition of a word or the use of an equivalent, in the form of a synonym or pronoun.

2. Use of a connective word or group of words, particularly conjunctions and conjunctive adverbs, to serve as signals or guideposts for the reader (I'll put aside relative pronouns, relative adverbs and prepositions).

3. Use of matching parts of speech in two or more successive words or grammatical structures that express like or related ideas, often called "parallelism."

Word echoes

As you develop a piece of writing, sentence by sentence and paragraph by paragraph, you naturally refer to thoughts, people or things previously mentioned. You do that by repeating a word or phrase or, to avoid monotonous or wasteful repetition, by using a shortened form, a synonym or a pronoun. Thus, when you write a paragraph about the Department of State, you start out by using *Department of State*, then *the Department*, and later *we* or *it*. It seems fairly simple.

You can easily go wrong, however. Either through carelessness or through reaching out too far for a synonym to avoid repetition, you can muffle your echoes and make it hard for the reader to grasp what you're referring to. The deliberate avoidance of the repetition of words is especially risky in technical writing. Consider this example, taken from an analytical feature story on U.S. industrial competitiveness published in a first-class newspaper:

> From 1953 to 1966, investment in research grew at an impressive rate of 10% annually in inflation-adjusted dollars. However, investment in research by all sectors of the United States over the past 10 years has shown essentially no growth in constant dollars.

The writer used two concepts in the first sentence that at first seem somewhat different from the concepts in the second sentence but, after study, they turn out to be the same. That is, we first read *U.S. investment in research* and then *investment in research by all sectors of the United States*. Then we read *inflation-adjusted dollars* followed by *constant dollars*. In both instances, the writer apparently wanted, needlessly, to avoid outright repetition, but in the process caused the reader—the careful reader, in particular—to slow down and wonder whether the shift of language meant a shift in concept. A craftsman would have written the two sentences more or less as follows:

> From 1953 to 1966, U.S. investment in research by all sectors grew at an impressive rate of 10% annually in constant (inflation-adjusted) dollars. However, such investment over the past 10 years has shown essentially no growth in constant dollars.

Or, to bear down further on the original text in the interest of clarity, economy and parallelism:

> From 1953 to 1966, U.S. investment in research grew at an impressive annual rate of 10% in constant (inflation-adjusted) dollars. Over the past 10 years, however, that figure has fallen virtually to 0.

So, particularly with technical subject matter, the wise writer will risk a bit of monotony rather than invite uncertainty or confusion. You should therefore repeat a precise term in order to avoid stretching for a synonym that may lead the reader to wonder whether the change in terminology represents a change in substance.

A supposed synonym, in other words, can be dangerous. Synonym means "a word having the same or nearly the same meaning as another in the language." Sometimes "nearly the same" isn't good enough. If

you're desperate to avoid a repetition, search your dictionary and your thesaurus. If you can't find precisely what you need, give up and repeat a word or, if convenient, use a pronoun.

Pronouns avoid the risk of an off-key synonym, but they invite another difficulty: careless usage that leaves unclear the noun the pronoun is referring to. Consider:

> The political counselor said that he had received an informal complaint about the new U.S. procedure through the Foreign Office and had discussed it with the commercial counselor. He is now preparing a memorandum on it.

What's the antecedent of "he"? That is, who's preparing the memorandum? And what's the antecedent of "it"? Will the memorandum cover the complaint, the procedure or both? In using a pronoun, you need to *know*, not surmise, that the reader will quickly recognize the antecedent. If you have any doubt, reorganize the sentence, drop the pronoun or do both.

One more example from a memorandum of conversation should drive the point home:

> In concluding the meeting, the Secretary told the foreign minister that it seemed advisable for him to consult the other NATO countries on the issue as soon as possible.

Who should consult? The Secretary or the foreign minister?

Repetition to be avoided

You've been persuaded, I hope, that the repetition of words isn't necessarily poor writing and that deliberate variation may be a source of trouble—or even somewhat ridiculous. Have you heard the radio reporter who laboriously avoids a second mention of the price of gold by saying "increase of the quotation for the yellow metal"?

On the other hand, Margaret Nicholson, in her "Dictionary of American-English Usage," points out that you can fall into stylistic error and appear amateurish when you use a word (or root) in one sense and repeat it thereafter in a different sense. Consider these examples:

> They *passed* their time *passing* meaningless resolutions ... We believe that the protection of human *rights* is *rightfully* a matter of international concern ...
>
> The major nuclear *powers* have been using their *power* and influence to limit the use of nuclear materials to the production of electrical *power* and for other peaceful purposes.

Her advice: "A noticeable word used once should not be used again in the neighborhood with a different application." I can offer a corollary, given inability of many to keep spoken language completely separate in their minds from written language. Common sense tells you to avoid: "For their dessert, she pared a pair of pears." So should you avoid: "The United States was responsible for piecing together the peace treaty by devising compromise language for crucial provisions."

Connectives

English provides a large stock of words that may be used to connect ideas and prepare the reader for the direction of the writer's coming thoughts. The stock includes simple conjunctions *(and, but)*, conjunctive adverbs *(however, therefore)*, and phrases *(on the other hand, in short)*. Note that words like that often serve two purposes: they act as links or transitional devices; they act as guideposts or signals to prepare the reader for what's coming next.

Discrimination in the use of word and phrase signals is essential to effective writing. If you use signals too sparingly, the reader may have to slow down, reread and waste time puzzling out turns of thought. If you use them too freely, you may produce choppy, cluttered sentences. As in other aspects of writing, the right touch in using connectives can't be found by memorizing rules—I know of none—but only by thoughtful practice and experience.

If you can produce clear transitions through the material being discussed, you don't have to add explicit connective signals. Word echoes, word contrasts, concise drafting and careful punctuation can help. Thus, in the second and third sentences of the preceding paragraph, the words *too sparingly* and *too freely* establish so clear a contrast that the addition of *however* after *too freely* would be superfluous. And consider this example:

> The air force of Euphoria is in poor condition. There are three reasons for this. First, recent appropriations for aircraft have been meager. Secondly, training programs are mediocre. Thirdly, aircraft maintenance is substandard.

The statement is carefully organized, concise and well-posted with road signs—perhaps too well-posted. The reader would have no difficulty in following the writer's thoughts if the statement read:

> The air force of Euphoria is in poor condition. Recent appropriations for aircraft have been meager, pilot training programs are mediocre and aircraft maintenance is substandard.

If you wished to strengthen the idea that the second sentence provides details to explain the first, you could use a colon (not a semicolon) instead of a period after *condition*.

Though I have no rules about using connectives, I can offer several pointers. I'll discuss them next month. In the meantime, I suggest that you brush up on conjunctions and conjunctive adverbs, along with the way each of the two should be punctuated. And while you're in a studious mood, look at "coordinating conjunction," "correlative conjunction" and "subordinating conjunction." As I've said, you can't escape writers' jargon even though your main aim is style rather than grammar.

NEXT: More on ifs, ands and buts. ■

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Personnel: Civil Service

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GG–15

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GM–15

Crocker, Gary B., Bureau of Intelligence and Research, Office of Politico-Military Analysis

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Peal, Shawn L., Passport Agency, Seattle

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Cato, Kenneth L., Passport Agency, Miami

Davis, Toby Logan, Intelligence and Research, Office of Analysis for the Soviet Union and Eastern Europe

Evenski, Brenda M., Bureau of Personnel, Office of Recruitment, Examination and Employment

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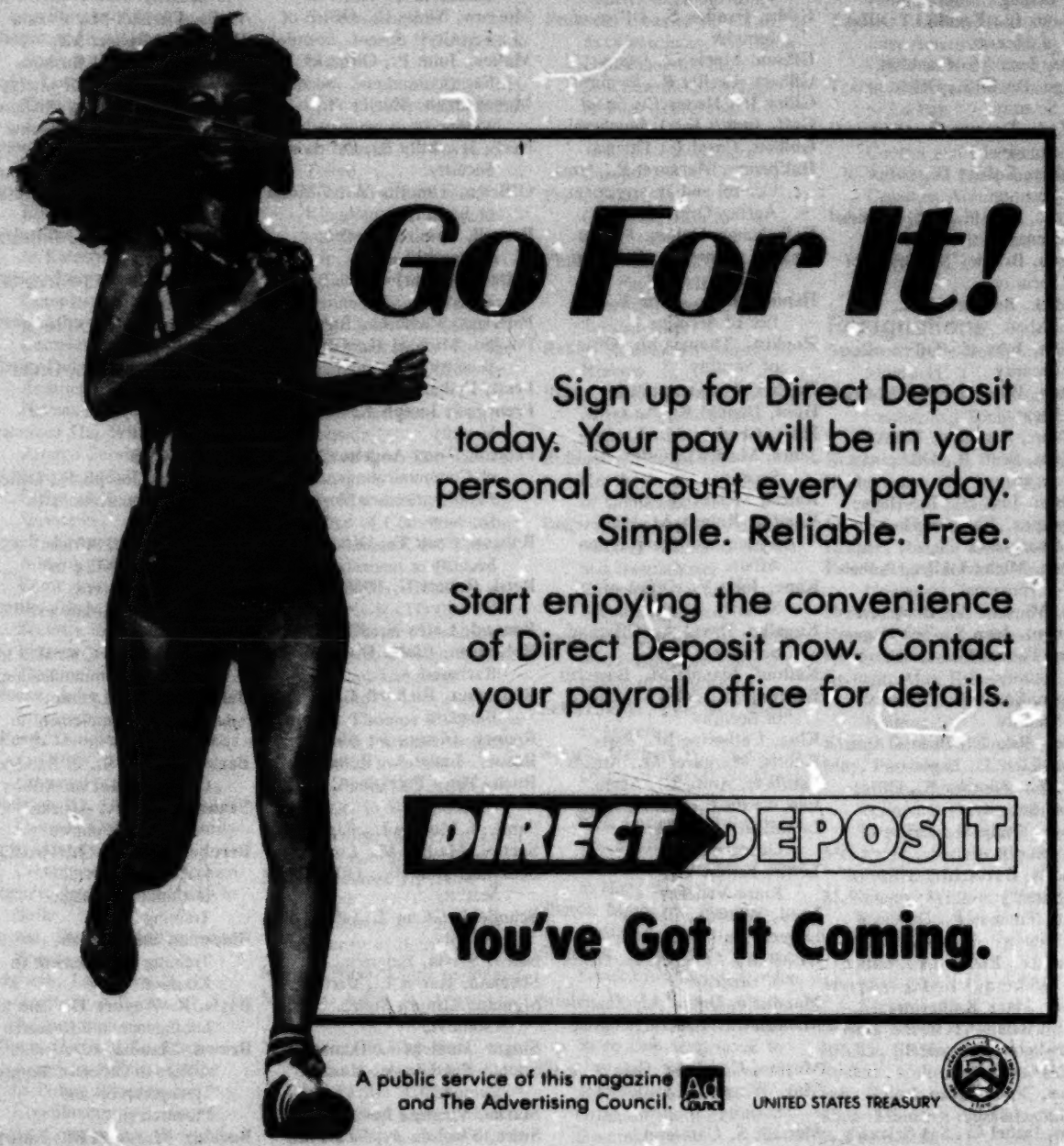
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Personnel: Foreign Service

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Foster, Gary, Canberra
Franke, Elizabeth Anne, Amman
Garner, Daniel R., Office of Security
Gibbs, Landon S., Office of Security
Gibson, Marie L., Lagos
Gilbert, Cecilia R., Santiago
Gillin Jr., Henry C., Seoul
Goff, Judith K., Lubumbashi
Gullion, Carol L., Ottawa
Halfpenny, Margaret P., Arms Control and Disarmament Agency/Overseas
Hall, Nancy Dalton, Muscat
Hamby, James R., Office of Security
Henderson Jr., John K., Office of Security
Hopkins, Thomas M., Office of Security
Hughes, Maryann, Paris
Hunt, Donald E., Accra
Huot, Gregory M., Panama
Jones, Mark D., Office of Security
Kaleel, Melvin R., Bonn
Kandra, Robert A., Near Eastern and South Asian Affairs
Kane, John V., Office of Security
Kapalko, David A., Office of Security
Kattouf, Jeannie M., Baghdad
Kearney Jr., John L., Office of Security
King, Catherine M., Paris
Knotts, Margaret M., Athens
Lambert, Anita G., Accra
Leo, Lydia E., San Salvador
Lewallen, Geraldine C., Guadalajara
Lewis, Karen Y., Rome-Vatican
Lord, Winston, Beijing
Lugers, Judith L., Paris
Lynch Jr., Gregory V., Office of Security
Manduzio, Debra A., Bonn
Manegan, Michael T., Office of Security
Marino, Carolann, Oslo
May, Wayne E., Office of Security
McCall, S. Cameron, Stockholm
McCarty, Charles W., Office of Security
Messner, Curtiss W., Office of Security
Middleton, Thomas J., Office of Security
Morgan, Nancy Ann, Monrovia
Morrow, Nicky G., Office of Security
Mullen, John P., Office of Security
Munsterman, Shirley A., Vienna
Neely Jr., Billy R., Office of Security
O'Brien, Timothy W., Office of Security
Parnell, Tamice Gordon, Hermosillo
Patterson, Marjorie L., Karachi
Peterson, Maria C., Brasilia
Posillio, Michael G., Office of Security
Pratt, Erika B., Islamabad
Prenrgast, Joseph J., Office of Security
Proctor, Tony Angelo, Office of Communications, Maintenance and Logistics Division
Ralston, Scott E., Office of Security
Reed, Robert G., Office of Security
Renaud, Cathy S., Kinshasa
Robertson, Claire D., Bucharest
Rodriguez, Richard J., Bangkok
Rooney, Dianna J., Abidjan
Rosner, Lauri A., Rotterdam
Rush, Mary Patricia, Monrovia
Sanders, Monica L., Kinsshasa
Sartipi, Madjid M., London
Schilling, John W., Office of Security
Schofield, Glenn J., Office of Security
Shaw, Sylvia, Belgrade
Sheehan, Karen L., Berlin
Sigman, Almyra Jane, Monrovia
Singer, Daniela S., Edinburgh
Snook, Patricia A., Kuala Lumpur
Starke, Virginia Lee, Nairobi
Suire, Virginia A., Islamabad
Test, Virginia M., Islamabad
Thomann, Maria I., Milan
Toirac, Renee L., Madrid
Vajay, Marcia W., U.S. Mission to the Organization for Economic Cooperation and Development/Paris
Vincent, Alfred P., Office of Security
Walls, Christel M., Ankara
Watts Jr., Robert M., Economic and Business Affairs, Office of Energy Producer-Country Affairs
Weisberg, Nergish, Moscow
Williamson, Terrence K., Office of Communications, Maintenance and Logistics Division
Wright, Stephen V., Office of Security
Wyatt, Michael J., Office of Security
York, Elaine C., Office of Security
Zaranka, Joseph A., Office of Security □

Transfers

Acquavella, Joseph F., Office of Communications to Bonn
Alley, James J., African Affairs to Office of Communications
Avery, David, Turkey to Toronto
Bacha, Jules D., Colombia to Office of Communications
Ballif IV, John Lyman, Training Complement to Georgetown
Barlow, Byron S., El Salvador to Inter-American Affairs
Beahm, Betty F., African Affairs to Lilongwe
Berube, Elizabeth J., Pakistan to Foreign Service Institute, Language Training
Bindman, Sheila Beth, Training Complement to Kingston
Boyls, R. Wayne, Thailand to Intelligence and Research
Brown, Claudia A., African Affairs to Office of Supply, Transportation and Procurement
Buckley, Margaret M., Austria

to U.S. Mission to the United Nations

Burns, David H., Australia to Bureau of Personnel

Callow, Thomas W., Canada to Intelligence and Research, Current Intelligence Staff

Casse, Geraldine M., Turkey to Bureau of Personnel

Chapman Jr., Roland R., Spain to New Delhi

Coor, Lawrence W., Arms Control and Disarmament Agency to Monterrey

Crawford, John P., Guatemala to Inter-American Affairs

Davey, Frances Louise, Ethiopia to Buenos Aires

Desjardins, Marc L., Romania to Karachi

Dorsey, Liane Renee, Training Complement to Kingston

Dress, Alice Amelia, Training Complement to Kinshasa

Evans, Duane T., Inter-American Affairs to Havana

Francisco III, William P., Foreign Service Institute, Language Training to Office of Financial Services

French, Kenneth A., Bureau of Administration to Office of Communications

Gentile, Alan E., Office of Security to Foreign Service Institute, Language Training

Gieseke, John M., France to Freetown

Gifford, Douglas A., Honduras to Office of Communications

Goodrich III, George W., Cairo to Office of Security

Green, Candy, Training Complement to Bridgetown

Gregory, Joan E., Germany to Sofia

Hayden, Ruth J., Colombia to Bogota

Hedgbeth, Llewellyn H., Germany to Bureau of Administration

Heffern, Richard T., Inter-American Affairs, Office of Policy Planning and Coordination to Office of the Comptroller, Budget and Planning

Hill, Catherine Marion, Training Complement to Lagos

Innamorato, Thomas J., African Affairs to Commerce Department

Jaworski, Ronald R., Sweden to Office of Communications

Johnson, Joseph H., Algeria to Muscat

Johnson, Stephanie E., Office of Foreign Service National Personnel to New Delhi

Junod, Gloria A., Egypt to Tokyo

Kata, Edward T., United Kingdom to Intelligence and Research

Kelly Jr., John L., African Affairs to American Institute Taiwan-Taipei

Kennedy, John N., Office of Communications, Foreign Operations to Office of Communications, Communications Center Division

Kern, Ivan Lee, Denmark to Lilongwe

Kinney, Martin G., India to Office of Communications

Kirstein, Susan Gae, Training Complement to Panama

Kiuru, Alli M., Honduras to Brussels-NATO

Kohl Jr., Victor P., African Affairs to Foreign Service Institute, Language Training

Krajeski, Thomas C., Foreign Service Institute, Language Training to Warsaw

Krause, Bruce A., African Affairs to Khartoum

Kuch, Rollin, Italy to Office of Communications

Mann, Dolores J., Kenya to Tokyo

Marek, James A., Office of Security to Beirut

Maysa, Nilsa, China to Manila

Mendez, Julius A., Liberia to Office of Communications

Naudzius, Dorothy Ann, Yugoslavia to East Asian and Pacific Affairs

Nolan, Stephen James, Bureau of Personnel, Office of Foreign Service Career Development and Assignments to Bureau of Administration

Nurnberger, Elsie Marie, France to Pretoria

Papendick, Dennis R., International Narcotics Matters to Hong Kong

Peacock, Charles E., Office of the Coordinator for Public Diplomacy for Latin America and the Caribbean to Intelligence and Research, Office of Analysis for Western Europe.

Pero, Janice B., Czechoslovakia to Wellington

Phillips, Maureen, East Asian and Pacific Affairs to American Institute Taiwan-Taipei

Reilly, Andrea J., Canada to Krakow

Rinke, Julie E., France to U.S. Mission to the United Nations

Robinson, Dennis E., Czechoslovakia to Office of Communications

Rogers, Stephen H., Politico-Military Affairs to Oceans and International Environmental and Scientific Affairs

Sandlin Jr., James W., Office of the Inspector General to Office of Security

Schiermeyer, Lois M., Sudan to Maseru

Schulz, Herbert W., Mexico to Office of Foreign Buildings

Scobey, Margaret, Peshawar to Near Eastern and South Asian Affairs

Sevilla, Edward Dennis, China to Hong Kong

Sheets, Mary Lu, Paraguay to Guatemala

Shinnick, Richard J., Foreign Service Institute to London

Shuler, David Lawrence, Training Complement to Santo Domingo

Silva, Walter John, European and Canadian Affairs to Office of the Inspector General

Sinclair Jr., William R., France to European and Canadian Affairs

Singleton, Stephen E., Lebanon to Office of Communications

Stewart, Nina J., Office of Security to Bureau of Administration

Taylor, T. Elkin, Brazil to Inter-American Affairs, Office of Brazilian Affairs

Tracey, Margaret E., Jamaica to La Paz

Ward, Pamela Ann, Arms Control and Disarmament Agency to European and Canadian Affairs

Whittlesey, David G., Morocco to Refugee Programs □

Resignations

Appleton, Julie Beth, Monrovia

Bolinski, Joseph J., Near Eastern and South Asian Affairs

Bramer, Susan L., Montevideo

Bridgewater III, Irvin L., Office of Security

Conrad, Cynthia D., Budapest

Draper, Rosalie Howell, Paris

Friedheim, Julia M., Monterrey

Hester, Joan K., Athens

Hopper, Carol L., London

Kelley, Zoraida T., Warsaw

Kellogg, Alan Robert, Foreign Service Institute, Language Training

Kiang, Daniel, Shenyang

May, Patricia F., U.S. Mission to the Organization for Economic Cooperation and Development/Paris

McCoy Jr., Melvin R., Port-au-Prince

McKenney, William Claude, La Paz

Morgan, Elizabeth S., Bucharest

Murphy, Elbert L., Office of Security

Nelson, Sarah A., Karachi

Ritchie, Sheila M., Conakry

Rychak, Colleen Joyce, Seoul

Sell, Gale L., Yaounde

Shea, Maureen A., Helsinki

Ward, Matthew P., Foreign

Service Institute, Language Training □

Retirements

Anderson, Robert, Inter-American Affairs
Brand, Robert A., Assignment Intergovernmental Personnel Act
Coon Jr., Carleton S., Assignment Intergovernmental Personnel Act
Dewitt, John W., Intelligence and Research
Engelbrecht Jr., Henry A., United States Information Agency
Fon, Robert L., Office of Communications
Jazynka, Alfred L., Monrovia
Newman, Irwin B., Nairobi
Phelps Jr., Homer R., Politico-Military Affairs
Pink-Illig, Alyce F., Bangkok
Starbird, Linwood R., Oceans and International Environmentaml and Scientific Affairs
Toorsen, Fru R., Pretoria □

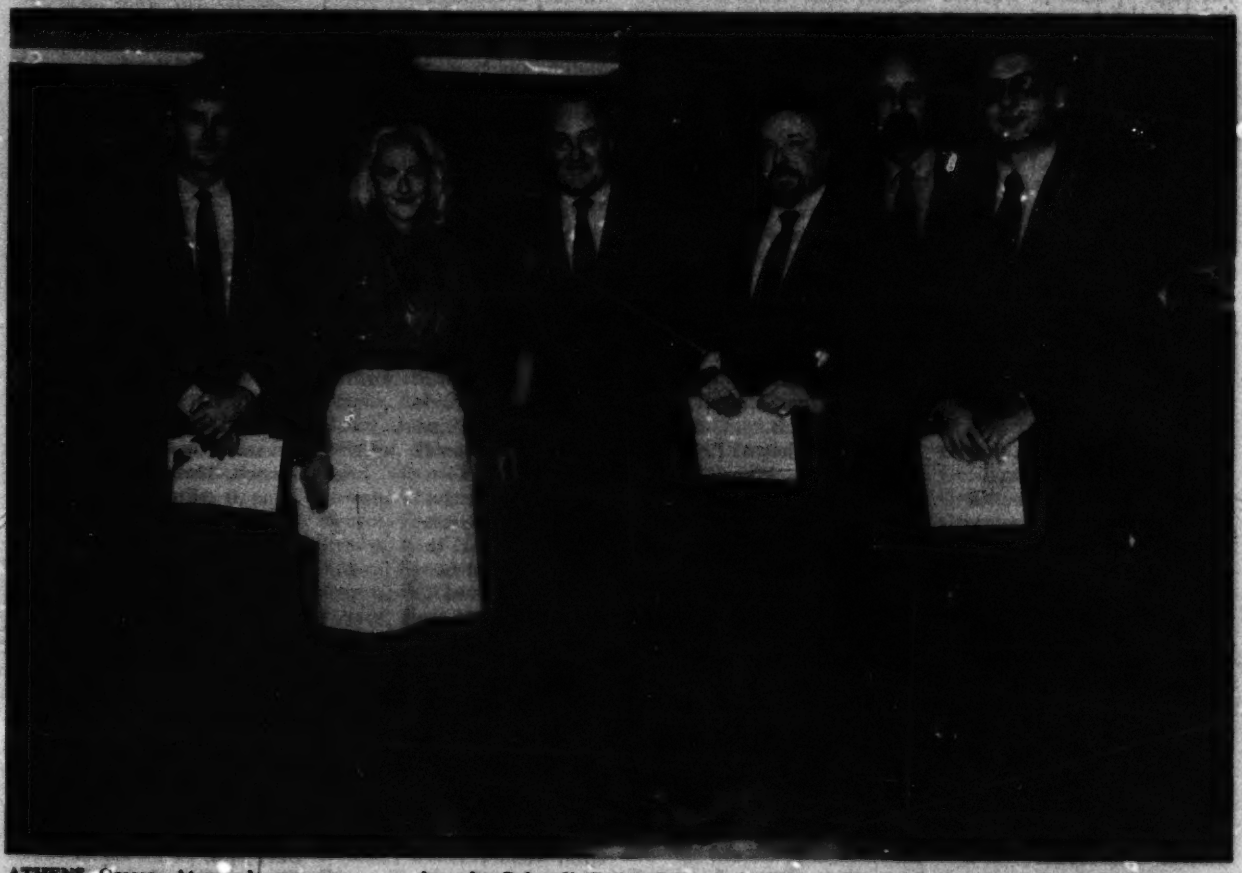
Authors of ratings are commended

These individuals were identified by the 1985 Foreign Service selection boards for the quality of rating or reviewing statements they prepared during the 1984–85 rating cycle. They will have memoranda indicating a commendation included in their performance files.

Abbott, Shirley L.
Abington Jr., Edward G.
Abshire, David H.
Adams Jr., Alvin P.
Allegrone, Charles R.
Anderson, David
Anderson, G. Norman
Anderson, Robert
Angevine, Charles E.
Apel, Roy J.
Armacost, Michael H.
Aronhime, Joseph F.
Arp, Merle E.
Ashley, Fredrick C.
Atherton, Lewis R.
Austin Jr., Robert D.
Austrian, Michael I.
Bachmann, F. Brenne
Barnes Jr., Harry G.
Barraclough, William G.
Bartholomew, Reginald
Bartlett, Samuel B.
Baskey Jr., Nicholas S.
Bavora, Adrian A.
Baysden, Alton R.
Beschner, William F.
Beardsley, Bruce A.
Beaudoin, Jules
Bei, Robert J.
Below, Wendell L.
Bellinger, Earl W.
Bennett, John E.
Bergaust, Jean C.
Berlind, Alan D.
Binns, Jack R.
Bishop, James K.
Black, Dorothy Jean
Black, H. Clay
Blakemore, David L.
Blanford, James E.
Blevins, J. Donald
Bloch, David
Bloch, Felix S.
Boeker, Paul H.
Borich, Joseph J.
Bortle, Bruce L.
Bova, Michele M.
Bowers, Charles R.
Brandt, Frederick C.
Brathwaite, Cecil
Bray III, Charles W.
Breckon, M. Lyall
Bremer III, L. Paul
Brendley, Richard E.
Brew, William R.
Bridges, Peter S.
Bright, Robert L.
Brims, John S.
Brinson, Samuel K.
Brod, Vittorio A.
Brown, Charles F.
Brown, Kenneth L.
Brown, Kent N.
Brown, Spencer W.
Brown, William A.
Bryant, Jack M.
Buckler, Steven R.
Buffalo Jr., Harvey A.
Burakow, Nicholas
Burke Jr., William J.
Burleigh, Albert Peter
Burson, Weldon D.
Burt, Richard Reeves
Busby, Morris D.
Bushnell, John A.
Butcher, Duane C.
Byrne, Terence Edward
Canney, Paul F.
Cao-Garcia, Jose
Carney, Timothy Michael
Carolan Jr., Thomas J.
Carter, James W.
Casey Jr., Edward A.
Casey, Mary Ann
Casey Jr., William R.
Castrodale, Richard Cecil
Cecil, Charles O.
Cella, Glenn Richard
Chapman, Geoffrey W.
Check, James Richard
Cheshes, Martin L.
Clapp, Priscilla
Clare III, Daniel H.
Clark Jr., William
Clark, Joan M.
Clarke, Robert William
Clemmons, Richard C.
Cleveland, Paul M.
Cohen, Herman J.
Colbert, Larry
Colin, Donald I.
Collins, Peter
Collins, Robert D.
Colwell, Thomas C.
Connors, Michael V.
Constable, Elinor G.
Corry, Francis B.
Crawford, John P.
Creekmore Jr., Marion V.
Crehan, Richard F.
Crocker, Chester A.
Crowfoot, Arthur P.
Cunningham, Carl B.
Cutler, Walter L.
Davidow, Jeffrey
Davis Jr., John R.
Davis, Allen C.
Davis, Arthur H.
Davison, John S.
Dawkins, Steven P.
Day, Frank H.
DePree, Willard A.
De Vos, Peter Jon
DeJarnette, Edmund T.
DeWitt, John W.
DeWitt, Martha Ann
Dietrich, Gary D.
Dillard Jr., Leonard Andrew
Di Placido, Carmen Anthony
Disney, Christopher M.B.
Dolan, Daniel L.
Dols, Richard J.
Donnelly, Shaun Edward
Dorr, Robert F.
Doscher, Charles R.
Drescher, Conrad M.
Dudley, Charles H.
Duncan, Robert B.
Dunford, David J.
Dunlop, Thomas P.H.
Dustin, Eben H.
Eagleton Jr., William L.
Edgar, William H.
Edmondson, William B.
Ellis, Clarke N.
Erdman, Richard W.
Escudero, Stanley T.
Ezelle, Robert E.
Fairchild, Albert E.
Farley, Vincent J.
Farrand, Robert W.
Farris, Leonard Travis
Fazio, Vincent James
Felder, Robert C.
Fennell, Bernard J.
Flanigan, Alan H.
Flaten, Robert A.
Flatin, Bruce A.
Fletcher, James B.
Flood, Patrick J.
Fon, Robert L.
Frasure, Robert C.
Freeman Jr., Charles W.
Friedman Jr., Townsend B.
Fritts, Robert E.
Fugit, Edward F.
Furness, Brian R.
Galanto, Fred J.
Gamble, Roger R.
Garland, William A.
Geary, Richard M.
Gelbard, Robert S.
Gelber, Herbert Donald
Gerlach, Bryce M.
Gerlach, Frederick H.
Giacobbi, Natale John
Gibney, Jon M.
Gilmore, Harry J.
Glaspie, April C.
Gnehm Jr., Edward W.
Gonzalez, Raymond E.
Goodman, Dennis C.
Grammo, Reynald P.
Greenlee, David N.
Greenwald, G. Jonathan
Greulich, Laura K.
Griffith, Wayne G.
Groeneweg, Marvin
Grooms, Sally M.
Gross, Howard R.
Gussman, William H.
Gutensohn, Philip D.
Hagerty, Herbert G.
Hall, James A.
Hall, John E.
Hallford, Scott S.
Halsted, David Crane
Hambley, Mark G.
Hamilton Jr., Hugh G.
Hamilton, Donna J.
Hancock, Michael L.

Hanrehan, Arthur D.
Hansen, Peter T.
Hardy, Alan M.
Harrison, Roger G.
Harrison, William G.
Harrop, William C.
Hartman, Arthur A.
Hartwick, Douglas Alan
Hassett, Frederick H.
Haverkamp, Roy T.
Hays, Donald S.
Hecklinger, Richard E.
Herspring, Dale Roy
Higgins, Peter T.
Higgins, Richard J.
Higginson, Charles
High, George Borman
Hinton, Deane R.
Hipson, J. Stephen
Hirshorn, M. Bruce
Hodal, Kathleen V.
Hoffman, William
Hoganson, Jerome L.
Hohman, Ernest O.
Holdridge, John H.
Hollick, Ann L.
Holliday, Robert W.
Hollingsworth Jr., Hugh B.
Holmes, Brooke C.
Holmes, Henry A.
Holton, David C.
Holzman, John C.
Hooks, J. Aubrey
Hooper, Paul M.
Hoover, Donald T.
Horan, Hume A.
Hornblow, Michael M.
Horowitz, Herbert Eugene
Howland, Richard C.
Hrinak, Donna Jean
Hughes Jr., Morris N.
Hughes, Arthur H.
Humphrey, George Merwin
Huth, Donald E.
Isom, Harriet W.
Jacobs, Robert Leonard
Jacobs, Stephen H.
Janowski, Louis F.
Jenkens, Alton L.
Johnson, Mark
Johnston, James J.
Johnston, Laurie A.
Jones, Betty-Jane
Jones, George F.
Jonietz, Karl K.
Kahan, Jerome H.
Kanter, Arnold Lee
Kattouf, Theodore H.
Keane, John F.
Keene, Douglas R.
Kelly, John H.
Kennedy, Charles A.
Keyser, Donald Willis
Kilday, Lowell C.
Killion, Dalton V.
Kirby, Harmon E.
Kitchens, Allen H.
Klingenmaier, Richard H.
Knight, George E.
Koblinka, Jayne L.
Kochanek, Anthony S.
Krebs, Sheldon I.
Kuchel, Roland Karl
Kursch, Donald B.
Kushner, Walter
Lafleur, Jerome M.
Lake, Joseph Edward
Lamb, Robert E.
Lambertson, David F.
Lamberty, Gerald
Lamont, James W.
Landberg, James S.
Lande, Peter W.
Lane, Larry E.
Lange, Howard H.
Lange, Mary J.
Lannon, James W.
Lautz, Donald C.
Leach, Jerry W.
Ledogar, Stephen J.
Leidel, Donald C.
Leininger, Wayne Stephen
Leonard, John P.
Lesser, Lawrence B.
Levin, Burton
Lewis, Samuel W.
Licht III, Louis F.
Lincoln Jr., Philip Thomas
Linder, Perry W.
Linville, Duane Thomas
Lippe, Stuart H.
Livingston, Richard P.
Lockwood Jr., Walter B.
Lofstrom, William L.
Loskot, William F.
Luers, William H.
Lukens, Allan W.
Lumsden Jr., George Q.
Lupo Jr., John T.
Lyman, Princeton
Lyne, Stephen R.
Lyon, David L.
Mack, James F.
Madden, James H.
Magee, Charles T.
Mahoney, Michael M.
Maisto, John F.
Malpass, Hanson R.
Manderscheid, Gerald E.
Manganiello, Frank J.
Mangiafico, Luciano
Maresca, John J.
Marshall, Jim B.
Marshall, Robert M.
Marx, Richard L.
Matheron, Richard C.
Matthews, Gary L.
Matthews, Wade H. B.
Maule, Robert W.
Mautner, Martha C.
Maxim, Robert M.
McCollum, Carl W.
McGowan, Howard L.
McGruder Jr., John L.
McKee, Richard Keller
McKinley, Brunson
McLaughlin, Joseph D.
McNamara, Thomas E.
McNeil, Francis J.
Melrose Jr., Joseph H.
Milam, William B.
Milligan, Michael L.
Millington, Jeffrey V.S.
Mizelle, Dempsey B.
Modderno, John P.
Moede, Austin L.
Moffat, Jay P.
Moller, John D.
Monjo, John C.
Montgomery, Robert J.
Montgomery, James M.
Moore, Bert C.
Moran, James B.
Morford, Richard A.
Morgan, William D.
Morris, Ned E.
Morse, Adriaen M.
Mulvey, Mark E.
Murphy, Dennis P.
Murphy, Nicholas M.
Murphy, Richard W.
Napper, Larry C.
Negroponte, John D.
Nelson, James C.
Nesci, Franklin J.
Nettles, George Clay
Newlin, Michael H.
Newton, David G.
Niles, Thomas M.T.
Nix, John U.
Norris Jr., Chester E.
Nowakowski, Raymond M.
O'Donnell, Thomas J.
O'Herron, Thomas F.
O'Mahony, Joseph E.
Ober Jr., Robert F.
O'Brien, Emmett
Ogden, Jerome C.
Olmon, E. Parks
Otto, Allan W.
Overmyer, Allen R.
Palmer, Robie M.H.
Parris, Mark Robert
Passage, David D.
Peale, Samuel R.
Pearson, W. Robert
Pelletreau Jr., Robert H.
Peltier, Kenneth N.
Pendleton Jr., Miles S.
Penfold, John H.
Perkins, Edward Joseph
Peters, Ronald J.
Peterson Jr. David A.
Petterson, Donald K.
Pfeifer, Albert L.
Pickering, Thomas R.
Placke, James A.
Posz, Gary S.
Precht, Henry
Ramsay, William Christie
Ramsey, Douglas K.
Ransom, David M.
Raspolic, Elizabeth
Rattray, Alexander L.
Redman, Charles E.
Reed, Randolph
Rehfuss, David Phillip
Reinertson, John E.
Renman, Howard A.
Rentschler, James M.
Rhinehart, Frank E.
Rich Jr., Robert G.
Ridgway, Rozanne L.
Riemer, Reynold A.
Roberts, David A.
Robinson Jr., Paul H.
Rodman, George F.
Rope, William Frederick
Rosenblatt, Lionel A.
Rouse Jr., John Hall
Rowell, Edward M.
Rugh, William A.
Ruser, Claus W.
Russell, Lawrence D.
Russell, Theodore E.
Ryan Jr., Robert J.
Ryan, Mary A.
Rychak, Wayne S.
Ryerson, William E.
Salmon Jr., Charles B.
Sandberg, Robert A.
Schenck, Richard C.
Schroeder, Frank M.
Schulz, Herbert W.
Schunter, Elaine Barbara
Schwartz, David Nathaniel
Seefeldt, Raymond W.
Seitz, Raymond G.H.
Semler, Peter
Seymour Jr., Jack M.
Sheppard, Frederick H.
Sherman Jr., George F.
Shinn, David H.
Shinn, James W.

Shostal, Pierre
Shurtleff, Leonard G.
Siefken, William H.
Simons Jr., Thomas W.
Simpson, Daniel H.
Singer, Norman A.
Sipprelle, Dudley G.
Skoug Jr., Kenneth N.
Smith Jr., Dane F.
Smith, David G.
Smith, Keith C.
Smith, N. Shaw
Smith, Raymond Vaughn
Smith, Richard J.
Smith, Samuel Vick
Smith, Stephen T.
Smith, Thomas W. M.
Smith, Verna E.
Snyder III, Joseph C.
Spalding, Peter Frederick
Speiman, Douglas Gordon
Spiro, Joel S.
Sprick, Karl H.
Stadtler, Walter E.
Stebbins, Robert C.
Stephan, Charles E.
Stevens, Franklyn E.
Stewart, John Todd
Stout, Charles R.
Strand, Robert R.
Strathearn, Bruce D.
Strauss-Hupe, Robert
Streator Jr., Edward J.
Streeb, Gordon L.
Struck, William W.
Suddarth, Roscoe S.
Sutton, Gerald M.
Swihart Jr., James W.
Swing, William L.
Szymanski, Christopher J.
Taylor Jr., Rush W.
Taylor, T. Elkin
Taylor, Philip B.
Teare, Richard W.
Theberge, James D.
Thibault Jr., Albert A.
Thompson, Alan R.
Thorne, C. Thomas
Thyden, James E.
Tieaken, Arthur T.
Tierney, Richard J.
Todd, James C.
Tompkins, Tain Pendleton
Trahan Jr., Eugene A.
Trail III, George A.
Tull, James L.
Tull, Theresa A.
Ullrich, Daniel W.
Vallese, Domonic
Van Gilder, Edmund
Van Houten, Melvin J.
Veler, Annette L.
Vellotes, Nicholas A.
Verrier Jr., Alfred J.
Verschuur, Jan B.
Vershbow, Alexander R.
Vessey III, John W.
Vickers, Harold E.
Vondensteinen, Erwin W.
Von Duerckheim, Marsha D.
Wachob, James R.
Walker, Bryon P.
Walker, David M.
Walker, Lannon
Walker, William Graham
Wallen, Richard H.
Waller, William J.
Ward, James L.
Watson, Alexander F.
Watson, Douglas K.



ATHENS, Greece—At awards ceremony, from left: *Timberlake Foster*, political officer; *Janice Z. Ogden*, general services officer; Ambassador *Robert V. Keeley; Edwin L. Beffel*, consular officer; *John R. Bainbridge*, security officer; *Alexander Karagiannis*, political officer.

Watts, Richard J.
Wayne, Earl A.
Weber, Arnold R.
Weiner, James A.
Weinland, Helen
Welch, C. David
Wendt, E. Allan
Wenick, Martin A.
Weston, Thomas Gary
White, John M.
White, Steven J.
Whiting, John D.
Whitlock Jr., James C.
Wilcox Jr., Philip C.
Wilkinson, Edward H.
Wilkinson, Sharon P.
Willems, Leonard F.
Williams, Richard L.
Williams, Wallace Ray
Willow, Ruth L.
Wills, Charles R.
Wilson IV, Joseph Charles
Wilson, David S.
Wilson, Richard L.
Windmuller, Thomas Stephen
Wisner II, Frank G.
Woessner, William M.
Wolfowitz, Paul D.
Wyrough, Richard R.
Yates, John M.
Yeager, Kenneth R.
Youle, John J.
Zweifel, David E. □

Commissioning, tenure board

The Commissioning and Tenure Board has completed its review of the files of the Foreign Service officer career candidates who were eligible for consideration at its September session. Following is the list of candidates recommended for tenure (language probationers are not included on this list):

Aloisi, Jonathan M.
Ashby, Paul S.
Beyrle, John R.
Burkart, Helen B.
Cavin, Deborah C.
Cefkin, Judith B.
Creagan, David J.
Delly, Daniel P.
Dinger, Larry M.
Elliott, James S.
Elmore, Janice
Ettinger, David
Fitzpatrick, Kathleen
Fort, Jane Anderson Benton
Foster, Dennis A.
Frisbie, Russell L.
Huff, Richard
Huggins, Carolyn R.
Jackson, Mark H.
Johnson, Nancy E.
Kaplan, Frederick J.
Kimble, Vonda M.
Koch, Katharine E.
Mowrey, Mark J.
Niblock Jr., Thomas
Parish Jr., Charles
Pickering, N. Bruce
Pinkham, Shirlie C.
Pitts, Amy
Reddy, Kathleen M.
Salazar, John M.
Secor, Peter F.
Sheppard, Florita I.
Sprigg, Sheri K.
Stephenson, Paul D.
Tatge, Robert O.
Taylor, Richard S.
Wilson, Robert D.
Wong, Marcia Kim □

Specialist tenure board

The Specialist Tenuring Board has completed its review of the files of candidates eligible for tenure consideration at its September session. Following are the names of candidates recommended for career status:

Bruno, Richard A.
DeHaven, Richard A.
Denison, Sue Ellen
Fieser, Vianna G.
Forrest, Betty Jean
Guarder, Eduardo R.
Greenfield, Beverly
Hansen, Linda V.
Hogan, Alice C.
Jenkins, Anne N.
Kiuru, Aili M.
Mann, Linda R.
Meatty, Robert Leo
Moran, Kathleen M.
Patterson, William
Schmitt, Leonard G.
Sykes, Jill Ahearn
Wampler, Dianne
Wilson, Sheila P. □

New program on retirement

The Bureau of Personnel's Career and Retirement Counseling Service has announced a new 90-day full-time job-search program for Foreign Service personnel who are eligible for voluntary retirement and intend to seek a second career. The program was previously authorized only for employees who were involuntarily separated.

The program provides for participation in a duty status the final 90 calendar days the employee is on the payroll, provided that the employee submits a retirement application and a retirement agreement. The retirement agreement is a stipulation that the employee will pay back the salary costs for the time spent in the program should the employee elect not to retire.

Individuals who participate will receive intensive counseling and training from the counseling staff, on all aspects of job-hunting, such as self-appraisal, evaluating the job market, planning a job-search campaign, writing a resume, networking, interviewing and negotiating, and other aspects of the job-search process. Employees will be free to devote the time not spent in counseling and training to their job-search campaign.

Priority will be given to those employees facing involuntary separation. Voluntary applicants will be enrolled first-come, first-served. The counseling office is at 3005 Massachusetts Avenue N.W. (SA-20). It has individual work stations, a conference room, Wang terminals, and a library on retirement and the job-search process. Eligible employees who are interested should contact the counseling staff for information or an appointment (673-5526). ■

SOFIA, Bulgaria—At awards ceremony in this eastern European capital, Ambassador *Melvyn Levitsky*, center, presents Meritorious Honor Awards to *Lawrence Butler* and *Pamela Aulton*, left, and *Lynwood Dent* and *Eric Qualkenbush*.

Post of the Month: Jerusalem

THIS HISTORIC walled city in the Judean hills, some 40 miles in from the Mediterranean Sea, is used by the Israelis as their capital. The people at the U.S. consulate general there and their families are featured here as part of STATE's continuing series. *(Photos, unless otherwise noted, by Harry Sindel, American Cultural Center)*

Political officer *Garland Dennett* at the entrance to an ancient cistern. *(Photo by Janet Dennett)*

Public affairs officer *David Good* and consular assistant *Helena Lopez*.

A Greek monk. *(Photo by Garland Dennett)*

American Cultural Center director *Arthur E. Green* with his children, *Joshua* and *Jessica*, and their friend *David Patrick*. In background is the Dome of the Rock.

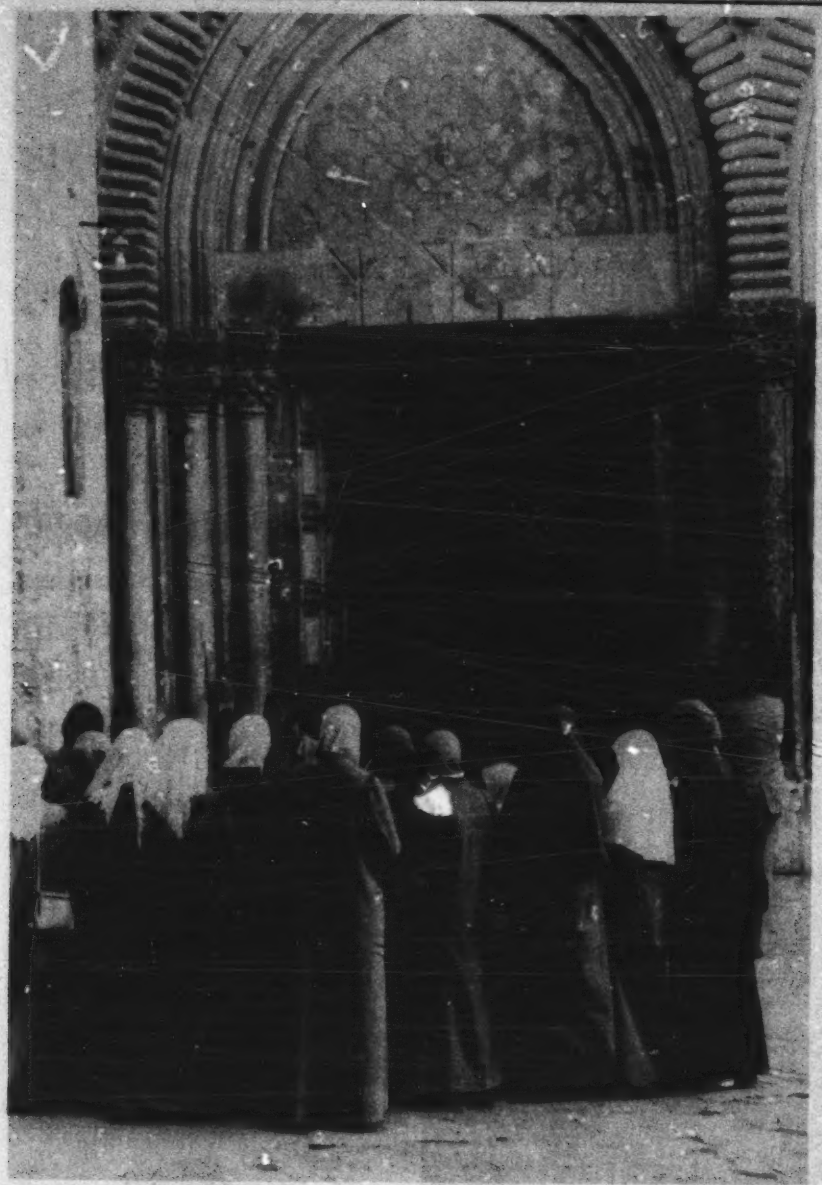
Marine guard commander *Ronald Kinlaw*, left, acting consul general *Doug Keene* and community liaison officer *Karen Thurman*, at the consulate general residence.

An in-door vegetable market in the Old City.

Shaun and *Ryan Dennett*, right, wash the family car. *(Photo by Garland Dennett)*

Janet Dennett enters a Greek Orthodox monastery south of the city. *(Photo by Garland Dennett)*

Communicator *Chuck Cassevas* photographs guests at the Marine Ball. At right are *Judith* and *Norman McKone*.



Moslem women on a guided tour of the Old City.

Acting consul general *Doug Keene* presents award to political/consular officer *Paul Mailhot*.

Public affairs officer *David Good* and Foreign Service national *Daoud Boulos*.

The "Wailing Wall," now called the Western Wall, of the biblical Temple.

Janet Donnett at a Greek monastery south of the city. *(Photo by Garland Donnett)*

Marine guards, from left: Abner Wood, Terry Crawford, Mitchel Stensland, Jeffrey Barrington, Gregory Radcliff, Ronald Kinlaw.

Christian Quarters of the Old City.

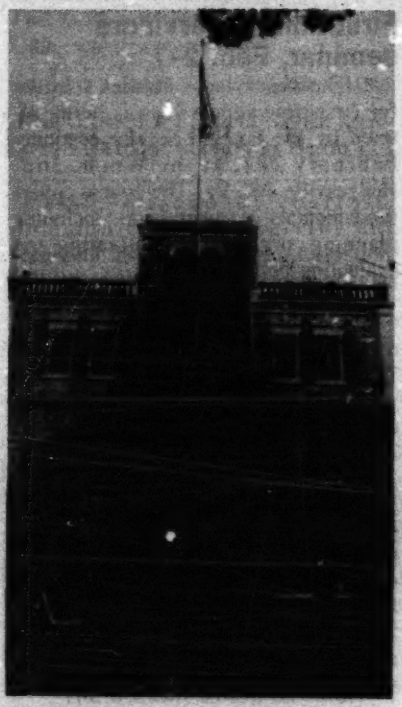
At a market in the Old City are Philippine Ambassador *S. Gidayah* with *Arthur Green*, his wife *Margo* (back to camera) and son *Joshua*.

A Bedouin boy grazing sheep in the Judean hills, south of Jerusalem. *(Photo by Garland Dennett)*

At the consulate general residence, from left: *Leila Koury, Helena Lopez, Mary Sandrouni, special emissary Wat T. Cluverius, Ello Sulleiman, Jacob Schwartz, Chuck Caessens, Mary Maloney, Al Lopez, Howard Schultz, Mohammad Abu Hilweh, Terry Crawford.*

At cardiac pulmonary resuscitation course, from left: nurse *Ruth Gaskin, Helena Lopez, Shelly Pleet, Shelly Gollust, Karen Carey.*

General services assistant *Margo Green* and consul *Howard Kavaler.*



The consulate general residence.

Members of the consulate general video club, from left: *Judith Cluverius, Shelly Pleet, Mildred Cluverius, Margo Green, Joe Bucker.* ■

Education and Training

Schedule of courses at Foreign Service Institute

Program	Mar.	Apr.	May	Length of course
Area studies				
Africa, sub-Sahara	—	21	—	2 weeks
East Asia	—	21	—	2 weeks
Latin America	—	21	—	2 weeks
Near East and North Africa	—	21	—	2 weeks
People's Republic of China	10	—	—	2 weeks
South Asia	—	21	—	2 weeks
Southeast Asia	—	21	—	2 weeks
USSR/Eastern Europe	—	21	—	2 weeks
Western Europe	—	21	—	2 weeks
Language and advanced area courses				
French	10	7	5	20 weeks
German	10	—	5	20 weeks
Italian	10	—	5	20 weeks
Portuguese	10	—	5	24 weeks
Spanish	10	7	5	20 weeks
Familiarization and short-term (FAST) courses				
French (metrop.)	10	7	5	10 weeks
French (sub-Sah.)	10	7	5	10 weeks
German	—	7	—	10 weeks
Italian	—	—	5	10 weeks
Polish	—	—	5	6 weeks
Portuguese (L.A.)	—	—	5	10 weeks
Portuguese (Eur.)	—	—	5	10 weeks
Russian	—	—	5	6 weeks
Serbo-Croatian	—	—	5	6 weeks
Spanish (L.A.)	10	7	5	10 weeks
Spanish (Eur.)	10	7	5	10 weeks
Turkish	—	—	5	6 weeks
Center for the Study of Foreign Affairs				
START talks	4	—	—	1 day
U.S.-Malaysian relations	10	—	—	3 days
Greek base negotiations	19	—	—	1 day
The 2 Germanies	25	—	—	1 day
High-technology trade	—	1	—	1 day
Conventional defense of NATO	—	—*	—	1 day
National negotiating styles	—	—*	—	2 days
Intl. labor and the democratic process	—	29	—	1 day
		*To be announced		
Overseas Briefing Center				
American studies, cross-cultural adaptation, and the logistics of Foreign Service life	10	21	—	2 weeks
Community skills seminar	—	14	—	5 days
English-teaching seminar	—	—	5	5 days
Going overseas (Wed. eve. for singles/couples)	26	—	7	1 day
(Sat. for families)	—	12	17	1 day
(Sat. for teens)	—	26	—	1 day
Regulations, allowances and finances	—	—	28	3 days
Ad hoc education seminar	—	9	—	1 day
*Administrative CORE	10	7	—	3 weeks
Budget and financial management	3	—	5	38 days
General services operations	10	—	5,27	35 days
Personnel operations	10	—	5,27	25 days
**Coping with violence abroad	3,17,31	7,14,28	5,12, 19,27	1 day

*Discontinued beginning in May.

**This course used to be available on a walk-in basis. You must now preregister.

—(Continued on next page)

Dates set for 'Coping with Violence' seminar

The one-day "Coping with Violence Abroad" seminar, for employees and family members, will be offered at the Foreign Service Institute on March 3, 17, 31; April 7, 14, 28; May 5, 12, 19, 27; June 2, 9, 16, 23, 30; July 7, 14, 21, 28; August 4, 11, 18, 25; September 2, 8, 15, 22, 29; October 6, 14, 20; November 3, 17; December 1, 15.

The seminar is designed to heighten awareness, to provide techniques for minimizing vulnerability and to prepare participants for living overseas with the threat of terrorism.

Foreign Service employees proceeding to an overseas assignment will automatically be assigned to the seminar by their personnel officers. All other U.S. employees and dependents who will be assigned overseas for temporary or permanent duty are encouraged to attend. For information, call the institute, 235-8727. □

First-time supervisors' seminar, Feb. 2–7

The supervisory studies seminar for first-time supervisors is being offered by the Foreign Service Institute, February 2–7, at the Woods Inn, Hedgesville, W. Va. The course covers fundamentals of supervision, including planning, organizing, motivating and evaluating performance.

Employees in grades GS 7–11, FO 6–4 and FP 7–4 who are in positions requiring supervisory skills are eligible. Transportation and accommodations will be arranged by the institute. For information, call Jane Phelps, 235-8781. □

Self-paced instruction at clerical skills lab

The Foreign Service Institute's clerical skills laboratory will be open for self-paced instruction, January 7-March 30. Instruction modules are available in shorthand, typewriting, word-processing and notetaking for managers.

Video cassettes are also available on subjects that include resolving con-

Seven haiku: 'Alt Weiber Sommer'

Mornings at seven
The sun bursts into my room,
Floods it with pure light.

Mist rises slowly
From the Grunewald Forest
And fades in the sky.

The tall leaning pine
Has dropped some cones in the night
On my balcony.

Along Clayallee
Acorns cover the sidewalks,
Crunching underfoot

Twin maple seeds spin,
Oak leaves detach and join them—
Graceful downward dance.

A horse chestnut falls;
Its prickly pod cracks open—
Out slips the smooth seed.

My German friend says
This is "Alt Weiber Sommer"—
Calm, clear autumn days.

—MARY GABER

(Ms. Gaber is a Foreign Service secretary at the U.S. mission in Berlin.) □

flicts, telephone courtesy, communicating and giving and receiving instructions. For information, call the institute's Communications and Clerical Skills Division, 235-9404. □

Workshop on negotiation

A five-day workshop on the art of negotiation begins February 3 at the Foreign Service Institute. Skills will be taught "in the context of the social, political, cultural and economic pressures which define and sharpen negotiation frameworks," a Department Notice said. Both Foreign Service and Civil Service employees may enroll. ■

International maritime meeting is set

The working group on safety of navigation of the Subcommittee on Safety of Life at Sea will hold an open meeting on February 25 at 9:30 a.m. in Room 6319 of the U.S. Coast Guard headquarters, 2100 Second Street SW. The purpose will be to prepare the U.S. position relating to items to be considered at the 32nd session of the Subcommittee on Safety of Navigation of the International Maritime Organization, in London, March 17–21.

Members of the public may attend up to the seating capacity of the room. For information contact Edward J. LaRue Jr. Telephone: (202) 426-4958. □

—(Continued from preceding page)

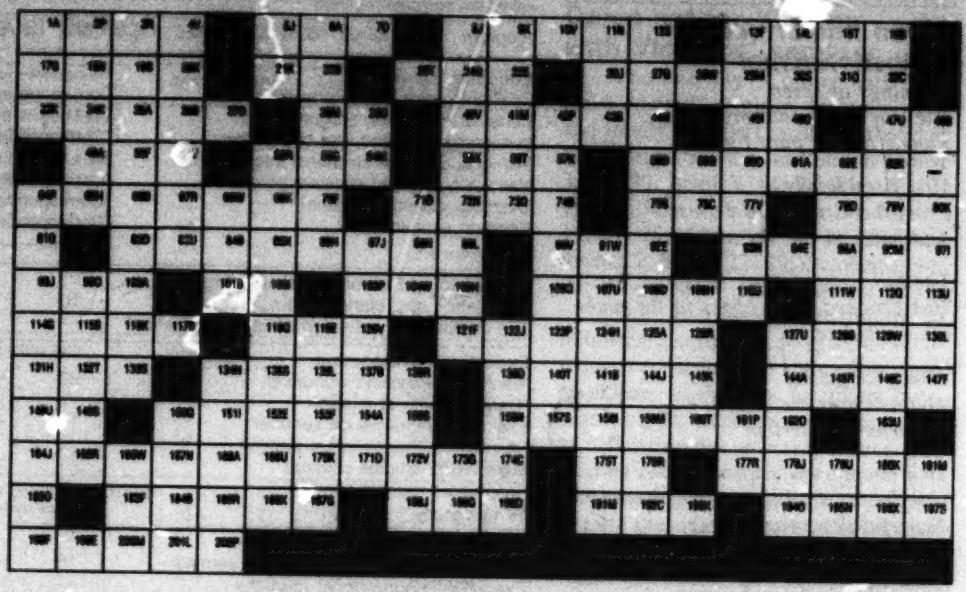
Program	Mar.	Apr.	May	Length of course
Consular training	Pre-registration required for:			
ConGenRosslyn basic consular course	Continuous enrollment: 24 days			
Consular orientation program	Continuous enrollment: 7 days			
Immigration law and visa operations	*Correspondence course			
Mid-level consular functional intensive	Six-week course			
Nationality law and consular procedure	*Correspondence course			
Overseas citizens services	*Correspondence course			
Passport examiners	*Correspondence course			
	*See Airgram A-660 (dated 7/17/84)			
Economic and commercial training				
Information sys. managers trn. program	10	7	—	4 weeks
The computer in a foreign affairs environment	—	7	—	2 weeks
Executive development				
Advanced television workshop	20	—	—	3 days
*Deputy chiefs of mission	*			
Executive performance seminar	16	—	—	5 days
*Inspectors management training	*			
Supervisory studies seminar	—	13	—	5 days
*Inspectors training seminar	*			
*By invitation only	*To be announced			
Political training				
Foreign affairs interdepartmental seminar	10	—	19	2 weeks
Executive-congressional relations	—	7	—	1 week
Negotiation art and skills	3	—	—	1 week
Political function intensive (transitional)	17	—	—	6 weeks
Orientation				
Orientation for Foreign Service officers	3	28	—	7 less 1 day
Orientation for Department officers	—	14	—	2 days
Orientation for Foreign Service personnel	—	14	—	1 week
Department clerical orientation	24	14	12	7 days
Foreign Service secretarial training	10	—	—	6 days
Foreign Service secretarial refresher/re-entry	Schedule arranged			Individual
First-time ambassador's secretary's briefing	Schedule arranged			Individual
Communication skills				
How to communicate by letter and memo	*			30 hours
Management seminar on EEO	21	—	—	1 day
Speech and oral communications	10	—	—	30 hours
	*To be announced			
Clerical skills				
Department correspondence	Schedule arranged			Individual
Managing words (word-processing trn.)	Schedule arranged			Individual
OCR telegram preparation workshop	Schedule arranged			Individual
Preparation of travel vouchers	Schedule arranged			Individual
Stenography laboratory	—	1	—	9 weeks
Workshops for managers				
Notetaking for managers	Schedule arranged			(Ind. on request) ■

Diplo-Crostic No. 35

BY CAROL BECKER
Department of State Historical Office

DIRECTIONS

To solve this puzzle, write the words that you can guess from the definitions in the numbered blanks provided, and then transfer the letters to the corresponding numbered squares in the diagram. Working back and forth, a quotation will appear in the diagram reading left to right. When all the words have been filled in, the author and title of the book from which the quote was taken will appear as the first letter of each word reading down. The solution will be published in next month's STATE magazine. (Ms. Becker's "Diplo-Crostic No. 34" appeared in the December issue; the solution was in the January STATE.)



DEFINITIONS **WORDS**

A. U.S. corporation (insecticides)
49 154 1 125 6 35 95 188 144 102
81

B. U.S. corporation (cosmetics)
66 18 101 117 36 46 22 137 126 84
141 74 184

C. "Marriage is a ____." (Cervantes)
174 146 76 32 182

D. Time of final divine intervention
76 77 58 71 82 7 139 171 160 108
37

E. Talk intended to create a misleading good impression
94 152 82 25 62 199 119

F. A submissive timid person
196 70 13 183 50 147 193

G. Mammal of the family Macropodidae
187 114 169 17 59 27 173 53

H. "It looked as if a night of dark ____ was coming" (R. Frost)
88 104 109 68 165 131

I. 12th century capital of the Duke of Lorraine
151 45 97 158 122

J. U.S. corporation (sanitary products)
6 164 36 5 99 87 186 179 142 122

K. U.S. corporation (casual apparel)
69 57 34 180 80 21 143 170 9 63
118

DEFINITIONS **WORDS**

L. "Fleeting dreams have two gates: one is fashioned of horn and one of ____" (Homer)--
139 201 14 130 89

M. U.S. corporation (automotive products)
41 200 54 29 30 191 159 181 56

N. Ceaseless tidal motion
11 167 158 72 44 93 165 48 19 134

O. Dome-shaped northern residences
80 152 60 39 194 182

P. Cuts molars
100 202 123 42 2 161 64

Q. "That complete ____ which is literature" (Virginia Woolf)
48 168 150 81 24 73 112 31 118

R. At hand and ready to be sold
166 52 176 67 126 3 177 138 185 145
121

S. U.S. corporation (lumber)
155 43 75 157 12 135 30 197 115 149
19 133

T. Occasion for years of large tax deductions on Schedule A
23 140 15 58 175 160 132

U. Equal to 6.452 cm²
110 127 53 163 179 148 47 189 113 197

V. U.S. corporation (chemicals)
135 172 51 78 10 40 4 90

W. ____ Palace, the London home of the Archbishop of Canterbury
39 139 156 111 104 66 91

X. Most obese
198 189 85 160 33 20 55

Current Publications

Public affairs bureau lists offerings

Following is a list of current publications released by the Bureau of Public Affairs, of interest to those who wish to follow certain issues closely, or who write and/or give speeches on foreign policy.

The publications are available in the Department of State library in Washington and in the post libraries overseas. Free, single copies may be obtained from the Public Information Service, Bureau of Public Affairs, Department of State, Washington, D.C. 20520. Telephone: (202) 647-6575-6.

President Reagan

"Safeguarding Human Rights," ceremony commemorating Bill of Rights Day, Human Rights Day and Week, Washington, December 10 (Current Policy No. 775).

Secretary Shultz

"Berlin and the Cause of Freedom," press conference, Berlin, December 14 (Current Policy No. 778).

"The New International Era: An American Perspective," Pilgrims of Great Britain, London, December 10 (Current Policy No. 771).

"Beyond the Debt Problem: The Path to Prosperity in Latin America," first plenary session of the general assembly of the Organization of American States, Cartagena, Colombia, December 22 (Current Policy No. 768).

Africa

"Recent Developments in Liberia," Chester A. Crocker, assistant secretary for African affairs, Subcommittee on African Affairs of the Senate Foreign Relations Committee, Washington, December 10 (Current Policy No. 773).

Arms control

"The Nuclear and Space Arms Talks: Where We Are After the Summit," Paul H. Nitze, special adviser to the President and the Secretary of State on arms control matters, Atlantic Council, Washington, December 5 (Current Policy No. 770).

East Asia and Pacific affairs

"The United States and the Philippines: Dangers and Opportunities," Michael H. Armacost, under secretary for political affairs, Portland World Affairs Council, Portland, Ore., December 5 (Current Policy No. 774).

Foreign aid

"International Family Planning," M. Peter McPherson, AID administrator, American Enterprise Institute, Washington, November 25 (Current Policy No. 772).

General foreign policy

"The United States and the World Court," Abraham D. Sofaer, legal adviser, Senate Foreign Relations Committee, Washington, December 4 (Current Policy No. 769).

Inter-American affairs

"An End to Tyranny in Latin America," Elliott Abrams, assistant secretary for inter-American affairs, Americas Society, New York, December 9 (Current Policy No. 777).

Near East and South Asia

"Afghanistan's Struggle for Freedom," John C. Whitehead, deputy secretary, World Affairs Council, Washington, December 13 (Current Policy No. 776).

"U.S.-Pakistan Relations: The Economic Dimension," Allen Wallis, under secretary for economic affairs, Federation of Pakistan Chambers of Commerce and Industry, Karachi, Pakistan, November 19 (Current Policy No. 767).

GIST

African refugees (12/85).
Ethiopian famine (12/85).
The Reagan-Gorbachev meeting (12/85).
The World Bank (12/85).

Background Notes

Belgium (11/85).
Guinea (10/85).
Malawi (9/85).
Zaire (11/85). □

State reissues 1941-49 historical volume

The Department has released "A Decade of American Foreign Policy: Basic Documents, 1941–1949." This is a revised edition of a 1950 documentary publication with the same title that was prepared jointly by the Senate Foreign Relations Committee and the Historical Division of the Department. The original publication became a standard reference source of the basic public documents on U.S. foreign policy during the 1940s. It has long been out of print.

The experience of the intervening years indicated that the text of the volume was marred by certain unintentional omissions, oversights and editing anomalies. The Department decided to revise and reissue it as a service to the public and Government officials, as well as to commemorate the changes in international relations that occurred during and immediately after World War II. This decade now can be seen more clearly as a turning point in history and the foundation of 40 precarious years of peace among the great powers of the world, the historical office said.

The volume is an improved version of that 1950 edition. Nearly all of the documents of that edition have been retained. The order of documents has been reorganized to reflect more accurately the development of major foreign affairs issues. Documents have been added to fill important gaps in the historical record. Like all the documents in the original edition, these additional papers were released to the press and public at the time or shortly thereafter. Typographical and editing errors in the source texts have been corrected, and footnotes have been expanded to include better information on the location of authoritative primary texts.

The revised edition contains 3 maps and 36 photographs. The cover design of the book is a montage of additional photographs from the period.

The revised edition was prepared in the Office of the Historian, Bureau of Public Affairs, Department of State. Copies of this book, published only in softcover, may be purchased for $20 (domestic postpaid) from the Superintendent of Documents, U.S. Government Printing Office (Department of State Publication No. 9443; GPO Stock No. 044-000-02050-5). Checks or money orders should be made out to the Superintendent of Documents. For information, contact David S. Patterson (202) 663-1127 or Sherrill B. Wells (202) 663-1149. ■

ROME, Italy—Ambassador *Maxwell M. Rabb*, second from right, congratulates three Foreign Service nationals on their retirement. From left: *Ulderico Tombolini, Ugo Campanile, Sergio Giraldi.*

Bureau Notes

The Seventh Floor

Office of the Secretary

On January 3 SECRETARY SHULTZ traveled to Mexicali, Mexico, with PRESIDENT REAGAN, to meet with Mexican President MIGUEL DE LA MADRID. This was the fourth in a series of annual exchanges of visits between the two presidents. Mr. Shultz participated in the full range of discussions, related to strengthening bilateral relations and enhancing cooperation by both countries on a wide range of issues. Officers and staff members accompanying the Secretary and conducting advance preparations included M. CHARLES HILL, executive assistant to the Secretary; CAROL THOMPSON, special assistant to the Secretary; ELIZABETH GASTON, personal assistant to the Secretary; PATRICK F. KENNEDY, executive director, Executive Secretariat; GLYN DAVIES, staff officer, Secretariat Staff; SAADIA SARKIS and DOROTHY SIMMONS, secretarial assistants, Secretariat Staff. Also accompanying the Secretarry was the assistant secretary for Latin America, ELLIOT ABRAMS. □

Office of the Under Secretary for Political Affairs

Under Secretary MICHAEL H. ARMACOST traveled to Portland, Ore., December 5, to speak before the Portland World Affairs Council, on "The United States and the Philippines: Dangers and Opportunities." He was accompanied by special assistant GERRIT GONG ... Mr. Armacost was designated by President Reagan to represent the United States at the funeral of General CARLOS ROMULO in Manila, on December 19. Mr. Armacost was accompanied by his special assistant, WILLIAM ITOH ... Mr. Itoh accompanied a delegation from the House Committee on Science and Technology to Seoul and Tokyo, January 4–10 ... ANDREW STEINFELD, Bureau of Near Eastern and South Asian Affairs, assisted Mr. Armacost and his staff for short periods, beginning in October and ending in January.

GERALD B. HELMAN, deputy to Mr. Armacost, addressed the Austrian UN Association, in Vienna, on "The Crisis in Multilateralism," December 15 ... Staff assistant ANTHONY T. SALVIA addressed the Rotary Club of Sioux City, Io., on U.S.-Soviet relations ... He conducted a seminar on the same subject at Morningside College, and appeared on several local television and radio programs ... JOYCE LASKY SHUB, special adviser to Mr. Helman, edited a publication, "Spain: Studies in Political Security," which was published in October by Praeger and the Georgetown Center for Strategic and International Studies. The volume, containing 15 articles written by prominent Spaniards, is available in the Department Library. □

Office of Protocol

Protocol chief SELWA ROOSEVELT presided at the swearing-in of LANCE WILLIAM LANE JR. as U.S. ambassador to Australia and the Republic of Nauru ... Deputy chief TIMOTHY TOWELL was the presiding officer at the swearing-in of GREGORY J. NEWELL as U.S. ambassador to Sweden ... REBECCA BOYD coordinated and traveled with the U.S. presidential delegation to Guatemala on the occasion of the presidential runoff election, and assisted with the private visit to Washington of President-elect VINICIO CEVEZO of Guatemala ... JAMES MANNING assisted with the private visit to Washington of the vice president of Argentina ... LARRY DUNHAM addressed the Department training class for security officers, on diplomatic immunity and other issues relating to protocol ... Acting assistant chief PAMELA GARDNER handled arrangements for the breakfast hosted by the Secretary for congressional leaders ... The luncheon hosted by the Secretary in honor of the Advisory Committee on South Africa was coordinated by MICHELE ROSSI ... MARIA SOTIROPOULOS, ELIZABETH EELLS and MARY MORRIS have joined the Protocol staff. □

Administration

Office of Language Services

On October 5 SECRETARY SHULTZ made a brief, unscheduled visit to the office, to express his gratitude for the language support rendered during the Reagan-Gorbachev summit in Geneva. He said he was speaking also on behalf of PRESIDENT REAGAN and MRS. REAGAN.

On December 3 office director HARRY OBST spoke at the University of Pittsburgh, on language opportunities with the federal Government ... He was invited to address a session of the American Association of Language Specialists, at Georgetown University, December 14 ... In a ceremony on December 12 Mr. Obst thanked director ROLAND GAHN, Office of Facilities Maintenance and Administrative Services, for his cooperation while Language Services was a division of that office, and presented him a letter of appreciation ... On the same day, conference reporter FERD KUYATT was presented his 30-year service award, in the presence of Assistant Secretary DONALD BOUCHARD and deputy assistant secretary JOHN CONDAYAN ... STEPHANIE VAN REIGERSBERG accompanied the Secretary to Cartagena, Colombia, and Brussels ... Staff interpreters GISELA MARCUSE and NEIL SEIDENMAN interpreted for Secretary Shultz during his European trip ... Spanish interpreter BARBARA PHILLIPS accompanied a congressional delegation to Guatamala. □

African Affairs

Office of the Assistant Secretary: Assistant Secretary CHESTER CROCKER testified before the Senate Foreign Relations Committee's Subcommittee on African Affairs, on Liberia, De-

ABIDJAN, Ivory Coast—At awards ceremony, from left: *Anthony Antrillo, John Heffern, Carl C. Cundiff, Ambassador Robert H. Miller, Vina R. Hall, Edouard Tayi.* Rear: *Melvin T. Spence, John Corkery.*

KINGSTON, Jamaica—An award presentation for *John K. Schlosser*, consular officer, second from left: deputy chief of mission *J. Todd Stewart*, left. Ambassador *Michael G. Sotirhos*, consul general, *Arlene Render*.

cember 10 ... Deputy assistant secretary FRANK WISNER addressed the National Conference of State Legislatures, in the Department's Loy Henderson Conference Room, December 12 ... Deputy assistant secretary PRINCETON LYMAN briefed a Central Intelligence Agency group of 25, on the overall economic situation in Africa and the drought and famine, December 13, in the Department.

Office of Southern African Affairs: Deputy director TEX HARRIS participated in a breakfast meeting of the Government Research Corp., in Washington, on South Africa, December 18.

Office of East African Affairs: BARBARA DOERFLER joined the staff as secretary for the Ethiopia and Sudan desks. □

Consular Affairs

Assistant Secretary JOAN M. CLARK chaired two consular conferences in Asia, one in Sydney for consular managers from the 15 southern East Asian and Pacific posts, December 4–6, and second in Seoul for consular officers from the 24 northern East Asian and Pacific posts, December 12–14. While in the area, she had meetings with Australian officials in Canberra, December 3; reviewed consular operations in Bangkok, December 9; and participated in the China posts consular miniconference, December 10–11, in Hong Kong. On her return to the United States, she visited the Seattle Passport Agency, to review its operations and to discuss matters concerning Department of State-Immigration and Naturalization Service cooperation with immigration officials at the Seattle-Tacoma airport.

Principal deputy assistant secretary MICHAEL H. NEWLIN attended a meeting of the Air Transport Association's facilitation committee, in San Francisco, December 4, to discuss facilitation of air travel and the identification of international travelers ... He stopped over in San Francisco, to tour the regional passport office, December 5, before traveling on to Tokyo and Manila, to review consular operations at those posts, and to Seoul, for the northern East Asian and Pacific conference, December 12–14.

From January 6–17, CHARLES STEPHAN, director, Public and Diplomatic Liaison Division, Visa Office, and GEORGIA ROGERS, deputy director, Citizens Emergency Center, Office of Overseas Citizens Services, participated in the Foreign Service Institute's consular workshop in Bangkok, conducted for Foreign Service national and junior officer employees from posts in southeast Asia. She consulted with consular staff at Kathmandu and London during her trip ... C. PAMELA HOLLIDAY, Citizens Emergency Center, attended a seminar on briefing techniques, December 9–13 ... In December ROBERT RAYMER, Post Liaison Division, Visa Services, went to Los Angeles, for consultations with the Immigration and Naturalization Service, and to San Diego, for observation of U.S. Border Patrol operations ... RICHARD LIVINGSTON, Visa Office, attended the "Art and Skill of Delegation" course at the Foreign Service Institute, December 11 ... New employees in Visa Services include SARAH NATHNESS, chief, Post Liaison Division, and PAMELA RUSH, Diplomatic Liaison Division ... DEIDRE WHITE has resigned from the Visa Office.

The Seattle Passport Agency welcomed the following new processing employees: ROSEMARY NICHOLS, BECKY THOMPSON, MARY KATHRYN ROCHFFORD and ADOLFO HINOJOSA JR. ... From November 19–21, the following Passport Services employees attended an in-depth computer training course in Washington: SHIRLEY WATKINS and FRAN MARKS, Chicago; MILDRED KEEL and MARGARET AYER, Los Angeles; CAROLYN KIEFFER, New Orleans; JAMES STANLEY and TOM SISCO, Miami; MICHAEL HOFFMAN and SONYA MARTINEZ, Northeast Processing Center; JANICE CHINN and MICHAEL SILVA, San Francisco; SANDRA GASTON and CHARLES SMITH, Seattle; and ERNESTINE BARNES and JOYCE GUNN, Washington ... At an awards ceremony, the Boston Passport Agency honored FRED McSWIGGIN, DUNCAN MAITLAND and TERRY McNALLY, who received quality step increases, and PATRICE WELCH, for 10 years' service ... In mid-December, STEVE COX and RICHARD McCLEVEY of Passport Services' Office of Program Support, with REX KIMBRO of Consular Affairs' Systems Staff, traveled to Woodland Hills, Calif., to consult with officials of McDonnell Douglas Aircraft and the Terminal Data Corp., regarding microfilm cameras and code-indexing systems for use in passport operations. □

Diplomatic Security

The bureau held its senior management conference, December 6–7, in Easton, Md. The impending organization and operations of the bureau were discussed. Diplomatic Security Service director DAVID C. FIELDS and deputy director ROGER H. ROBINSON were accompanied to the conference by their assistant and associate directors, as well as division chiefs and special agents-in-charge of field offices ... Mr. Fields spoke at the graduation of special agent class XXVIII, December 28 ... Special agent class XXIX is currently in session. Forty-eight trainees expect to graduate in March. Fiscal year 1985 saw 138 new special agents hired in the Diplomatic Security Service ... Regional security training class 86-1 is currently in session. Its members were to complete training January 31 and report to their posts. Another regional security officer training class was scheduled to begin January 21.

The Education and Training Division is working with the Foreign Service Institute to expand the "Coping with Violence" seminar to two days, starting in the spring ... The Investigations Division reported that special agent LEO URBANIAK addressed the Maryland state police airline ticket fraud conference. It was held January 8–9, at Baltimore-Washington International Airport ... Investigations Division chief CHUCK

RUNNER and special agent STEVE GLEASON attended a meeting with the Federal Bureau of Investigation, concerning matters of mutual interest on the subject of international terrorism ... Special investigations branch chief ANDY DILLARD transfered to his new position as career development officer, Office of Foreign Service Career Development and Assignments, January 9 ... After thirty-eight years of U.S. Government service, WALTER BACAK, Protective Operations Staff, retired on January 3.

The Dignitary Protection Division provided protective security for the prince and princess of Wales during their visit to Honolulu, Washington and Palm Beach. JOHN CHORNYAK and MIKE CONSIDINE were the agents-in-charge for the operation ... T. J. MALLORY of the division was the agent-in-charge of protective details for Guatemalan President-elect VINICIO CEREZO and Turkish deputy prime minister KAYA ERDEM ... Japanese Foreign Minister SHINTARO ABE also received a protective detail; the agent-in-charge was RICHARD GAIANI ... GRACE DAILEY was the agent-in-charge in connection with USIA director CHARLES WICK's trip to Europe. □

East Asian and Pacific Affairs

Assistant Secretary PAUL WOLFOWITZ traveled to Hanoi, Vietnam, January 3–8, as one of a seven-member delegation to discuss prisoners-of-war/missing-in-action issues with the Vietnamese. He also had official meetings with Thai government and embassy officials in Bangkok. He was accompanied to Bangkok and Hanoi by M. LYALL BRECKON, director, Office of Vietnam, Laos and Cambodia Affairs ... Principal deputy assistant secretary JOHN C. MONJO testified, December 18, before the Senate Foreign Relations Committee, on the Philippines ... Deputy assistant secretary JAMES R. LILLEY traveled to Cincinnati, December 10–11, to address the Cincinnati World Affairs Council, on U.S.-China policy. He spoke at universities in the area and had a television interview ... JIM ZUMWALT has assumed his duties as staff assistant in the front office, replacing SCOTT BELLARD, who has been assigned to Chinese language training.

New Zealand desk officer BERNARD F. OPPEL visited New Zealand and Australia on consultations, November 25–December 11. His meetings included extensive discussions with government, party, union, business, military and academic figures in Wellington, Christchurch, Queenstown, Rotorua and Auckland, in New Zealand, and Canberra, Sydney and Melbourne, in Australia ... Indonesia desk officer CHARLES MORRIS traveled to Indonesia, in early December, for annual consultations with the embassy in Jakarta and Consulates Medan and Surabaya. He took the opportunity to travel with embassy and consulate officers to Kalimantan and Sulawesi ... Japan desk officer WILLIAM CORBETT traveled to Tokyo, to participate in the market-oriented sector selective medical equipment and pharmaceuticals negotiations, December 10–16 ... ROBERT REIS and BRIAN MOHLER were involved in completing negotiations with Japan on leather and leather footwear, the week of December 16 ... Mr. Mohler also participated in U.S.-Japan forestry products negotiations, December 19, in Tacoma, Wash ... ROBERT W. DREXLER, director, Office of Regional Affairs, attended the East Asian and southern Pacific consular conference, in Sydney, Australia, December 4, to brief participants on the political situation in the region. He later visited Port Moresby and Suva, for consultations with embassy and government officials.

Thailand desk officer NICK MAUGER visited Bangkok, Chiang Mai, Songkhla and Udorn, November 30-December 15, for consultations on political/military and refugee affairs ... The ambassador to Thailand, WILLIAM A. BROWN, was in Washington, for consultations, December 15–21. Officials with whom he met, in addition to Department principals, included the Secretary of Defense, the Federal Bureau of Investigation director Webster and members of Congress ... Thailand-Burma affairs director CHARLES SALMON was in Houston, December 30–31, to bid official farewell to U SAN YU, president of Burma, who was in the United States a month and a half, for medical treatment. □

Economic and Business Affairs

Assistant Secretary DOUGLAS McMINN traveled to Paris and Brussels, the week of December 10. In Paris he attended an Organization for Economic Cooperation and Development meeting, and the economic counselors meeting. In Brussels he participated in the U.S.-European Communities ministerial ... MARSHALL CASSE, director, Planning and Economic Analysis Staff, and MARTIN BAILEY, economic adviser to the under secretary for economic affairs, visited the campuses of major universities, between October and December, including the Universities of Michigan, Minnesota, Chicago, Washington and California (at Berkeley and Los Angeles), as well as Northwestern and Stanford Universities, to introduce the Department's new program for "visiting" economists to reinforce the analytical capability in the Department on economic policy issues ... WILLIAM DEWALD, Planning and Economic Analysis Staff, accompanied Mr. Bailey, to discuss the new program in the northeast, at Harvard, Massachusetts Institute of Technology, Yale, Princeton and Carnegie-Mellon ... Mr. Casse, Mr. Bailey and JACK SHEERIN, Planning and Economic Analysis Staff, attended the annual meetings of the Allied Social Science Association, in conjunction with

TOKYO, Japan—*Ambassador Mike Mansfield as he presents Meritorious Honor Award to Wanda F. McCanlies,* his secretary since February 1979.

the visiting scholars program . . . Mr. Sheerin served as consultant to a high-level workshop on nuclear energy prospects to 2000 and beyond, held by the Organization for Economic Cooperation and Development Nuclear Energy Agency and the International Energy Agency. This conference, chaired by the United States, November 5–7, examined economic, environmental and other scientific aspects of international cooperation in commercial nuclear energy development. Mr. Sheerin served as general editor of the conference proceedings, and author of summary documentation of delegations' proposed technical activities for those agencies' secretariats . . . Mr. Casse was a member of the U.S. delegation to the November 14–15 meeting of the Economic Policy Committee of the Organization for Economic Cooperation and Development, in Paris. MICHAEL ULAN, Planning and Economic Analysis Staff, was an invited speaker at City College of New York, October 28–29 . . . He addressed the Omicron Delta Epsilon honor society and two classes of undergraduate and graduate students, on international economics and contemporary economic issues.

DALE R. TAHTINEN, deputy assistant secretary for international trade controls, addressed the Washington Export Council, January 9, on national security and foreign policy trade controls in the wake of the Geneva summit . . . On December 18 extensive briefings were provided by ROBERT PRICE, director, Office of East-West Trade; DAVID WILSON, deputy director; EMIL CASTRO, chief, Trade and Foreign Policy Controls Division; and MADELYN SPIRNAK, Security Export Controls Division, to a study panel of the National Academy of Sciences. The academy's panel on the impact of national security controls on international technology transfer is chaired by LEW ALLEN, director, Jet Propulsion Laboratory, Pasadena, Calif., and consists of some 20 other educational and business leaders. This group will consider the extraterritorial impacts of national export control policies, particularly in the light of the increasing tension between the need to protect militarily critical technology and the competition for high-technology markets.

SHAUN DONNELLY, director, Office of Development Finance, was the State representative to the Organization for Economic Cooperation and Development's High Level Development Assistance Committee meeting, in Paris, December 2–4 . . . MARIANNE M. KUNKEL, Office of Business Practices, traveled to Vienna, the week of December 2, for a UN Industrial Development Organization consultation on the petrochemical industry . . . She traveled to Paris, the week of December 9, for a meeting of Working Party 9 of the Committee on Restrictive Business Practices, to continue work on joint ventures . . . CHARLES HIGGINSON, director, Office of Energy Producer-Country Affairs, traveled to Riyadh, Saudi Arabia, to participate in talks, December 14–15, between the United States and the Gulf Coordinating Council, on areas for potential economic cooperation. Following the talks, he held meetings with Saudi officials . . . THOMAS MARTIN, deputy director, same office, served as the U.S. representative to a meeting of the International Energy Agency's Ad Hoc Group on International Energy Relations, in Paris, December 13 . . . CHRISTOPHER WEBSTER traveled to Houston, to participate in a December 13 panel discussion, organized by planning and forecasting consultants, on the prospects for a North American continental energy policy.

People: New employees in the bureau include CATHERINE CONNOLLY, Office of the Assistant Secretary; LAWRENCE COHEN and JAMES HOLBEIN, staff assistants, Office of the Assistant Secretary; LINDA PAUL and PAMELA HARRISON, Planning and Economic Analysis Staff; LINDA HOCHSTEIN, Food Policy Division; CORNELIA JOHNSON, Textiles Division; and MICHAEL LAMB, Executive Staff. □

European and Canadian Affairs

Office of the Assistant Secretary: Much of the bureau was involved in SECRETARY SHULTZ's so-called "6-B" trip to Europe in December. Assistant Secretary ROZANNE RIDGWAY, accompanied by special assistant NADIA TONGOUR, made the entire December 9–18 journey, which included stops in Brussels, Bonn, Berlin, Budapest, Bucharest and Belgrade, plus a brief stopover in London. Deputy assistant secretaries who joined the Shultz party for various portions of the trip were M. JAMES WILKINSON, MARK PALMER and CHARLES H. THOMAS. Office directors RAY CALDWELL, RALPH JOHNSON, HARRY GILMORE and ROLAND KUCHEL also were on the trip.

Mr. Wilkinson participated in the economic counselors meeting in Paris, December 10–11; accompanied the Secretary for his meeting with the Turkish foreign minister in Brussels, December 11; and was on consultations in Turkey, Greece and Cyprus, December 12–20 . . . Mr. Thomas accompanied the Secretary to London for consultations with the British, then left the party to chair the initial session of the Special Consultative Group in Brussels, December 11, where he also participated in the Secretary's meeting with the North Atlantic Council, December 12–13.

Office of the Executive Director: New employees in the bureau are KELLY VOGEL, a secretary in the defense policy and military security affairs section, Office of European Security and Political Affairs; BARBARA MELO and WILLIAM STEWART, staff assistants, Office of the Assistant Secretary; MARIANNE KOMPA, roving secretary, Office of the Executive Director; CATHY STANLEY, a secretary, Office of Western European Affairs; and CAROLYN REIS, Office of the Executive Director computer specialist.

LYON, France—At awards ceremony, from left: first row: *Pierre Busenhard, Irene Corron, Chantal Donnet,* consul general *Stanislaus R.P. Valerga,* Ambassador *Joe M. Rodgers, David R. Ostroff, Robert Monin.* Second row, from left: *Katia Goulevitch, Henry L.C. Blouin, Simone Nageotte, Alain Beullard, Raymonde Gobber, Irene Roques, Kenneth W. Larke, Karen Loef.*

PARIS, France—*Julie Rinks*, secretary in the economics section, is presented a Meritorious Honor Award and cash award by Ambassador *Joe M. Rodgers* as she departs for her new assignment at the U.S. mission to the United Nations.

Office of Northern European Affairs: GREGORY J. NEWELL, former assistant secretary for international organization affairs, was sworn in as ambassador to Sweden, December 11 ... MARGARET M. HECKLER, former Secretary of Health and Human Services, was sworn in as ambassador to Ireland, December 19 ... Assistant Benelux desk officer STEVE McGANN escorted a Dutch police delegation to New York and to the Federal Law Enforcement Training Center, Brunswick, Ga., December 15–19, for consultations on U.S.-Dutch antiterrorism assistance and police cooperation.

Office of European Security and Political Affairs: On November 7 JOHN VESSEY, officer-in-charge of defense policy and military/security affairs, and Colonel THOMAS STEWART of the Defense Section addressed the Industrial College of the Armed Forces, on NATO trends and policy issues ... On November 14 Mr. Stewart participated as the State representative on the team which defended the U.S. contribution to NATO, in the annual multilateral review at NATO headquarters in Brussels ... CRAIG G. DUNKERLEY, officer-in-charge of arms control and strategic affairs, led an interagency team, December 2–6, to brief host governments in Berlin, Prague and Sofia on U.S. arms control positions and the strategic defense initiative ... Director RAY CALDWELL, deputy director GEORGE WARD and MICHAEL KLOSSON, officer-in-charge of political affairs, traveled to Brussels, December 9–14, to support the Secretary during the fall North Atlantic Council ministerial meeting ... Mr. Ward was part of Secretary of Defense CASPAR WEINBERGER's delegation to the fall NATO defense planning committee ministerial meeting, December 11 ... PATRICK MOON, strategic section, attended the Special Consultative Group meeting at NATO headquarters, December 11.

THOMAS FARR and TIM TULENKO, strategic section, participated, December 16–20, in a strategic defense initiative interagency group tour of laboratories in California, Massachusetts and Alabama. □

PARIS, France—Consuls general from constituent posts meet with embassy officers. From left: *Timothy Brown*, Martinique; *Stanislaus Valerga*, Lyon; *Edward Lollis*, Bordeaux; *Victor Comras*, Strasbourg; Ambassador *Joe Rodgers*; *William Newlin*, Nice; *Edmund van Gilder*, Marseille; *Robert Ezelle*, Paris.

Foreign Service Institute

JOHN W. McDONALD made two presentations, January 7 and 8, at the Royal Tropical Institute, in Amsterdam, on "Principles of International Negotiations" and "Track II Diplomacy." ... The annual meeting of the deans of the Association of Professional Schools of International Affairs was at the institute, November 7–8. Deans from international affairs graduate schools at American University, Columbia, the University of Denver, George Washington, Georgetown, the University of Pittsburgh, Princeton, Fletcher, the University of Washington, Yale and others attended the meetings. Representatives of two foundations, the Exxon Education Foundation and the Pew Charitable Trusts, participated in the meeting as associate members. The sessions focused on two topics, "Language Training for Professionals in International Affairs" and "Basic Skills Upgrading for Students of International Affairs." A guest speaker, Senator CHARLES McC. MATHIAS (R.-Md.) addressed the group at a dinner, November 7 ... Prior to the deans' meeting, a forum on international history was organized by American University's School of International Service, and held at the institute, November 6. Topics in-

cluded "International History and International Relations: Prospects for Collaborative Training and Research" and "The Role of International History in the International Relations Curriculum." The guest speaker for this forum was professor GORDON CRAIG, historian and chairman of Stanford's history department.

New employees who entered on duty include MARGARET LUTKOSKI, Overseas Briefing Center; SHERRI REDDICK, audio-visual; and PATRICIA GILLESPIE and MICHELE RAPPAPORT, personnel office. □

Human Rights and Humanitarian Affairs

Assistant Secretary RICHARD SCHIFTER visited Vienna, Bonn, Munich and Berlin, where he held consultations on bilateral and multilateral human rights issues with government and private sector representatives. He also made several public appearances, including speeches at Hanns-Seidel Stiftung and the German Society for Foreign Policy. He participated in the annual conference of the Austrian United Nations Association, and he granted press and media interviews ... JAMES THYDEN, director, Office of Human Rights, addressed an in-house audience of the B'nai B'rith Hillel Foundation ... LEO MOSER visited Monrovia, as a member of the U.S. delegation to ceremonies marking the inauguration of the new Liberian constitution and that country's Second Republic ... DANIEL WATTENBERG has joined the bureau as special assistant to the assistant secretary, and ROGER PILON has joined as a policy and programs officer. □

Intelligence and Research

Office of Analysis for the Soviet Union and Eastern Europe: ROBERT BARAZ, director, spoke on MIKHAIL GORBACHEV's first 200 days, to a group of business executives participating in a Brookings Institution program, in Washington, November 21 ... MARTHA MAUTNER, deputy director, addressed audiences at the University of Wisconsin, La Crosse; the Wingspread Foundation, Racine, Wisc., and the Executive Club and Rotary in Louisville, Ky., on U.S.-USSR relations, November 5–7 ... She participated in the regional foreign policy conference sponsored by the San Antonio World Affairs Council and the State Department, at San Antonio, on the USSR under Mr. Gorbachev, November 21.

PAUL GOBLE, analyst, spoke on "Nature, Nuture and the Nationality Question" and "The Impact of Foreign Milieux on Emigre Publications," to the World Slavic meeting in Washington, October 31 and November 3 ... He spoke on human rights and dissent in the USSR, to the University of Cincinnati law school, November 8, and lectured on Soviet nationalities problems and the military, at the National War College, Washington, November 19 ... He spoke on the Soviet nationality problem under Mr. Gorbachev, at Colorado State University, December 5, and at the Harvard Russian Research Center, on the politics of literature and art in the non-Russian republics, December 9 ... KAREN PUSCHEL, analyst, spoke to Essex County Women's Club, in Tappahannock, and to students and faculty at the University of Richmond, Richmond, Va., November 12 ... JONATHAN KAMIN, analyst, attended the presidential management intern seminar in Williamsburg, Va., November 18–20.

Office of Analysis for Western Europe: GLENN R. CELLA, director, traveled under USIA auspices to Iceland, Bulgaria and France, December 4–18. He delivered lectures and engaged in other public affairs activities, in which he dealt with various aspects of U.S. security policy ... He attended a conference in Paris sponsored by the Hudson Institute, on contemporary European political and economic trends ... BOWMAN H. MILLER, chief, Northern and Central Europe Division, participated in a conference on "German Identity—40 Years After," sponsored by the Friedrich Neumann Foundation, in Washington, December 12–14.

Office of The Geographer: GEORGE J. DEMKO, director, and SANDRA H. SHAW, chief, Cartography and Automated Geoprocessing Division, addressed the Cartographic Users Advisory Council, on "Cartography and Maps at the Department of State," at the Library of Congress, Geography and Map Division, January 8. □

Inter-American Affairs

Office of Central American and Panamanian Affairs: CARL GETTINGER, El Salvador desk officer, was in Los Angeles, December 12–13, assisting Justice Department attorneys arguing the Government's case in a class-action suit filed on behalf of Salvadoran illegal aliens ... JAMES CASON, Guatemala desk officer, participated, January 7, in the annual Marine counterinsurgency course, at Quantico, Va ... JOHN HAMILTON, regional political affairs officer, spent several days in late November and early December at the U.S. mission to the United Nations, New York, during the UN General Assembly debate on Central America. □

International Narcotics Matters

Assistant Secretary JON THOMAS accompanied the U.S. attorney general on his visits in December to Switzerland and Austria, for conferences on narcotics and other issues with UN and host government officials ... CAESAR BERNAL, director, Program Office, visited Colombia, December 4–14, for consultations on narcotics control programs. He also attended the conference between the U.S. and Mexican attorneys general, in San Antonio, December 16–17 ... Deputy executive director ROBERT RETKA and contract specialist ROBERT GIFFORD trav-

MANAGUA, Nicaragua—Ambassador *Harry E. Bergold Jr.* presents a Meritorious Honor Award to junior political officer *Jessica LeCroy.*

INTERNATIONAL NARCOTICS MATTERS—Deputy assistant secretary *Mark Dion*, left, presents the Army's Outstanding Civilian Service Medal to *George L. Kelly* for his work with the European Command as special assistant to the ambassador for narcotic affairs, in Bonn, 1981–85.

eled to Japan, Burma, Thailand and Singapore, November 29–December 15, to conduct annual field assistance visits and discuss the future of aviation support with procurement agents and contractors ... Visitors to the bureau included Ambassadors THOMAS ANDERSON, Barbados; EVERETT BRIGGS, Panama; WILLIAM BROWN, Thailand; CLAYTON McMANAWAY, Haiti; BRUCE CHAPMAN, U.S. representative to the UN organizations in Vienna; and the ambassador-designate to Venezuela, OTTO REICH. □

International Organization Affairs

NEIL A. BOYER, director, Office of Health and Transportation Programs, served on the U.S. observer delegation to the World Health Organization's executive board meeting, January 8-23, in Geneva, Switzerland ... MARTIN JACOBS, director, Office of Communications and UNESCO Affairs, served as a member of the U.S. observer delegation to the 23rd UNESCO session, in Sofia, October 8-November 9 ... EDWARD M. MALLOY, deputy director, Office of International Development, traveled to New York, January 10, to meet with BRADFORD MORSE, director, Office of Emergency Operations in Africa ... GILBERT D. KULICK, deputy director, Office of UN Political and Multilateral Affairs, traveled to Geneva, Vienna and Brussels, on consultations for the NATO experts group meeting, January 11–17 ... ROBERT LUACES, political officer for European, arms control, outer space and ocean affairs, traveled to New York, as part of the U.S. delegation for the final session of the First Committee debates in the UN General Assembly, December 2–9 ... During the IX Inter-American Indian Congress of the Organization of American States, in Sante Fe, October 28–November 1, LOUIS DEANER, MILDRED CARTER, RANDOLPH COYLE, CAREY MOSS and MARY WILSON, from the Office of International Conferences, served as the international secretariat for the Organization of American States and provided administrative support services to the delegates.

HERBERT MITCHELL and MILDRED ZYVOLOSKI, Office of International Conferences, served as the administrative support staff during the first half of the cultural forum of the Conference on Security and Cooperation in Europe, in Budapest, October 15–November 25. Administrative support was provided by CAROLE MEDEIROS and KATHLEEN STEMPLINSKI during the second half of the conference ... JAMES PAIGE and CAROLYN HESKIN, same office, performed administrative support functions for the Organization of American States' 14th special session and the 15th general assembly, in Cartagena, December 1–10 ... JOAN UTTERBACK was sent on temporary detail to the U.S. mission to the United Nations, November 25–December 6.

People: ANGELA WHITE has transferred from the Bureau of Personnel to the Office of Administrative Services ... KELLEEN LEISHMAN is interning in the Office of Communications and UNESCO Affairs ... KELLY CARSON, intern in the Office of International Development Assistance, has resigned ... DEBORAH PEABODY, Reference and Information Systems Staff, and GLENN CLARK, Office of the Assistant Secretary, have resigned ... HILDEGARD SHISHKIN, Office of International Conferences, has retired ... HARRIET HOLLERAN has been reassigned from the Office of Administrative Services to the Office of the Executive Director ... LAURA GREULICH has transferred from the Foreign Service Institute to the Office of International Conferences ... MARY RITA JONES, Research and Information Systems Staff, has retired. □

Near Eastern and South Asian Affairs

Assistant Secretary RICHARD MURPHY met with the Overseas Security Advisory Council, December 10, to discuss events in the Middle East ... On December 3 deputy assistant secretary ARNOLD RAPHEL briefed Washington-based representatives of media organizations, in the Department, on U.S. policy in the Middle East ... Deputy assistant secretary E. MICHAEL USSERY traveled to Morocco, Algiers and Tunisia, January 6–17 ... Deputy assistant secretary ROBERT A. PECK, assisted by Pakistan and India country directors HERBERT G. HAGERTY and R. GRANT SMITH, met with 30 members of the National Advisory Council for South Asian Affairs—representing naturalized Americans who have migrated from Bangladesh, India, Pakistan, Nepal and Sri Lanka—December 13, to review U.S. policy and discuss developments in the South Asian area. The formal meeting was followed by a luncheon, hosted by the council, at the Foreign Service Club ... Earlier, Mr. Peck had hosted meetings and a lunch with groups of federal and provincial/state legislators from Pakistan and India, on December 9 and November 12, respectively, to discuss developments in U.S. policy toward the nations of South Asia. The legislators were among those assigned by their governments to the UN delegations of Pakistan and India to the 40th General Assembly.

Public affairs adviser MICHAEL AUSTRIAN met with members of the American Medical Association auxiliary, December 9, to discuss Middle East policy and the quest for peace ... On December 10 DAVID DUNFORD, director, Office for Egyptian Affairs, addressed the Council on Foreign Relations, in Wichita, Kan ... The director of the Office for Israel and Arab-Israeli Affairs, PHILIP WILCOX, met with

members of the Baltimore Jewish Council, December 12, to discuss U.S.-Israel relations and the quest for peace ... On December 10 the deputy director of the Office for Israel and Arab-Israeli Affairs, RYAN CROCKER, addressed the Milwaukee Rotary in Wisconsin. He discussed the quest for peace ... Mr. Austrian addressed members of the Wheaton-Kensington Rotary, December 17 ... Public affairs officer DIANE KELLY briefed students visiting from Radnor High School, in Pennsylvania ... Mr. Wilcox addressed members of B'nai B'rith's Hillel Youth Foundation, in the Department. All briefers discussed the quest for peace and U.S. relations with the states of the Middle East ... On December 6 Jordan desk officer THOMAS DOWLING and Syria desk officer DOUGLAS GREENE met with students from Georgetown University's International Leadership Foundation, prior to the group's departure for those countries ... BARBARA BODINE, Office for Israel and Arab-Israeli Affairs, briefed a group from Leisure World, Montgomery County, Md., on U.S.-Middle East policy, December 6. □

Oceans and International Environmental and Scientific Affairs

Assistant Secretary JOHN D. NEGROPONTE traveled to Copenhagen and London, to consult with the Danish and British governments and the European Economic Commission, on fisheries issues, December 16–20 ... On January 8–10 he participated in high-level talks with the Japanese government, on high-seas salmon interceptions ... Principal deputy assistant secretary RICHARD J. SMITH was alternate head of the U.S. delegation to the meeting of the Organization for Economic Cooperation and Development working group on biotechnology, in Paris, December 2–6.

On December 2 NANCY OSTRANDER, coordinator of population affairs, addressed a class at Indiana University, on economic development and population policy in the Third World, on a telephonic conference hookup arranged by the university. The lecture was followed by a question-and-answer period.

W. THOMAS COCKE, Office of Marine Science and Technology Affairs, represented the bureau at the winter meeting of the Marine Board, December 11–12, in Washington ... On December 2–4 RICHARD ELLIOT BENEDICK, deputy assistant secretary for environment, health and natural resources, had meetings in New York with representatives of environmental organizations, the U.S. Council on International Business and the staff of DREW LEWIS, the President's special envoy on acid rain ... Mr. Benedick spoke on international environmental issues before the International Environment Forum and the UN/International Organizations Business Council, both groups comprising U.S. and foreign business executives ... On December 6, in Brussels, he represented the United States at the UN Environment Program's steering committee for the working group on protection of the ozone layer ... From December 9–12 Mr. Benedick was U.S. representative and vice president of the Organization for Economic Cooperation and Development's Environment Committee meeting in Paris. WILLIAM E. LANDFAIR, Office of Environment and Health, also attended that meeting ... Mr. Landfair was the alternate U.S. representative at a meeting of hazardous waste experts, in Cairo, December 3–9, under the auspices of the UN Environment Program. The experts concluded the development of a set of international guidelines on hazardous waste management, which had been the subject of two previous meetings ... CLIFTON G. METZNER JR., director, Office of Environment and Health, represented the Department at a meeting of the technical experts group of the U.S.–Mexico border environmental cooperation agreement, in Mexico City, December 11–12.

DONALD JAMESON, deputy director, Office of Cooperative Science and Technology Programs, led a five-person U.S. delegation to the plenary meeting on the U.S.-Japan natural resources agreement, December 5-6, in Tokyo ... JOHN K. ATCHLEY, deputy director of the office, represented the Department at a meeting of the International Energy Agency Committee on Research and Development, in Paris, December 1–3. □

Personnel

Office of Foreign Service Career Development and Assignments: New arrivals to the office include JANE JAZYNKA, LaWANDA MAXWELL and TANJA LINTON ... In early December JOHN B. CRAIG, Junior Officer Division chief, made a counseling visit to Tokyo, Manila, Taipei and Seoul. In Seoul, he attended the East Asian and Pacific consular conference. In all, he talked with 50 junior officers and more than 30 rating and reviewing officers, describing assignment procedures and discussing Department policy on junior officer career development.

Office of Career Mobility: The Functional Specialization Program is offering a year of combined formal classroom and on-the-job training in personnel, budget and fiscal and general services work, for Foreign Service employees, and in the personnel and budget and fiscal fields, for Civil Service employees. For information on the program, look for an announcement to be published this month. □

OCEANS AND INTERNATIONAL ENVIRONMENTAL AND SCIENTIFIC AFFAIRS—At science counselors and attaches conference, front row, from left: *Dana Marshall* (Brussels); *Leroy Simpkins* (Madrid); *Francis Kinnelly* (Ottawa); *John Boright* (Paris); *Richard J. Smith*, bureau; Assistant Secretary *John D. Negroponte; Richard Getzinger* (Vienna); *Gilbert Melese d'Hospital* (Pretoria); *Ahmed Meer* (New Delhi); *Felix Dorough* (Brussels); *Joseph Laferski* (Warsaw). Second row: *Manfred Cziesla* (Paris); *Robert Stella* (London); *Jerome Bosken* (partly concealed, Seoul); *Jack Gosnell* (Beijing); *Gerald Helfrich* (Tokyo); *Gerald Whitman* (Rome); *William Tilney* (Buenos Aires); *Robert Carr* (Cairo); *Sidney Smith* (Belgrade); *David Christensen* (Jakarta); *Robert Morris* (Bonn).

Politico-Military Affairs

Director H. ALLEN HOLMES joined SECRETARY SHULTZ in Brussels for a meeting of the North Atlantic Council, December 12–13 ... Deputy assistant secretary ROBERT DEAN was in London, November 30–December 6, for a multilateral meeting on technology controls ... THOMAS E. McNAMARA, deputy assistant secretary, accompanied the Joint Chiefs of Staff chairman, and represented the Department, at change-of-command ceremonies in Tampa, Fla., and in Norfolk, Va ... DAVID JONES, deputy director, Office of Theater Military Policy, accompanied Mr. Holmes to the December 11 NATO Special Consultative Group meeting, in Brussels.

JOSEPH P. SMALDONE, chief, Arms Licensing Division, Office of Munitions Control, briefed the National Academy of Sciences' panel on the impact of national security controls on international technology transfer, on the application of munitions control regulations to technology transfer ... ALLAN E. SUCHINSKY, deputy chief, spoke on munitions licensing regulations and policies, at a Varian Associates Corp. seminar, in Palo Alto, Calif., December 4–5. On December 12, he addressed a multicorporation strategic trade conference in Salem, N.H.

People: *Additions:* DAN MOZENA has joined the staff of Public Diplomacy ... JOURNICE FLEMING, GEORGANNA DAVIS and MILDRED GUILLORY have joined the staff in Munitions Control ... GERALD STACY and ELEANOR SUTTER have joined the strategic nuclear policy staff. *Departures:* WILLIAM STEWART, Office of Security Assistance and Sales, has transferred to the European bureau ... DORIS WATSON, Office of Munitions Control, retired on January 4. □

Program Inspector General

On December 9, the program inspector general, WILLIAM HARROP, spoke to participants at the Bureau of Near Eastern and South Asian Affairs' administrative officer conference ... On January 3–8 he headed the delegation attending the inauguration of the head of state in Liberia ... WALTER JOHN SILVA, senior inspector, and ROSALIND WILLIS, secretary, joined the staff of the program inspector general, in December. □

Public Affairs

Office of the Secretary: Assistant Secretary/spokesman BERNARD KALB accompanied SECRETARY SHULTZ on his December 9–18 trip to London, for an address to the Pilgrims Society; to Brussels, for the North Atlantic Council meeting; to Berlin, where he gave a press conference; and to Bonn, Bucharest, Budapest and Belgrade, for bilateral meetings with government officials ... Deputy assistant secretary ROBERT M. SMALLEY addressed both the Channel City Club and the Council on Foreign Relations, in Santa Barbara, Calif., January 3, discussing U.S.-Soviet relations and arms control.

Office of the Historian: CAROL BECKER, assistant to the historian, is serving as a member of the Advisory Council to the Public Printer (Government Printing Office) ... ELIZABETH BALLARD joined the staff of the Policy Studies Division, January 6 ... WILLIAM DEARY joined the office as a consultant historian in mid-January. He retired recently from the Bureau of Intelligence and Research.

Office of Opinion Analysis and Plans: DIANA WESTON, media opinion analyst, graduated from the Women's Executive Leadership Program at a ceremony on January 10. She was the only Department participant in this 15-month training program for women from 54 executive agencies ... MARY GRACE BURNS was promoted from clerk-typist to social science analyst.

Office of Public Communication: CATHERINE HILL, a sophomore at the University of Chicago, worked for the Special Projects Staff for two weeks during the Christmas holidays ... CYNTHIA KRUCELYAK, secretary for the staff, has been detailed half-days to the Office of the Executive Director ... ORNELLA CAVALLO, secretary in the Correspondence Management Division, is on an eight-week detail to the Office of the Historian.

Office of Press Relations: ROBERT GREGORIO, a sophomore at Virginia Polytechnic Institute, worked for two weeks during the Christmas holidays ... KENNETH BEMIS, a senior from Principia College, joined the office, January 8, for a nine-week work-study internship.

Office of Public Programs: Regional programs officer CONSTANCE DUNAWAY arranged a series of meetings between senior deputy assistant secretary GEORGE B. HIGH and leaders of nongovernmental organizations, in New York, December 12, and accompanied him on his first in a series of planned gatherings around the country ... Regional programs officer JANE OSTRANDER called on contacts in Chicago, December 11–13, and regional programs officer NANCY STONE conducted a similar survey in St. Louis, December 16–17 ... Work-study intern ROBERT WOODHEAD, a graduate student at Brigham Young University, completed his four-month assignment as a regional programs officer, December 12. His successor, ROBERT FROEHLICH, a senior at Principia College, majoring in political science, joined the office, January 6, to work on public briefings. □

Refugee Programs

The Secretary's Indochinese review panel came to Washington, December 19, for its first debriefing session since completing its three-week factfinding mission to southeast Asia. The panel, headed by ROBERT D. RAY, former governor of Iowa, and including IRENA N. KIRKLAND, former Senator GALE W. McGEE (D.–Wyo.), JONATHAN MOORE and former deputy attorney general EDWARD C. SCHMULTS, reviewed their initial observations with bureau director JAMES N. PURCELL ... Later in the month, Mr. Purcell traveled to New York, to meet the newly-appointed UN high commissioner for refugees, JEAN-PIERRE HOCKE. He was accompanied by the deputy assistant secretary for international assistance, ARTHUR E. DEWEY ... In the absence of the director, ROBERT FUNSETH, the senior deputy assistant secretary, represented the bureau at the annual observance of International Human Rights Day, at the White House, December 10, at which PRESIDENT REAGAN signed the proclamation of Human Rights Day and was the principal speaker.

Chiefs of mission meeting with the director and the deputy assistant secretaries included Ambassadors WILLIAM A. BROWN, Thailand; DEANE R HINTON, Pakistan; and GERALD P. CARMEN, Geneva ... JOHN RATIGAN, director, Office of Asian Refugee Assistance, attended the informal donor's consultations on food aid to Pakistan and Somalia, in Rome, December 16–17. The meetings, convened by the World Food Program, reviewed assessments of refugee food aid requirements. Donors, including the United States, made commodity or cash pledges for this year.

SHEPPIE G. ABRAMOWITZ, refugee officer, Office of Emergency Operations, traveled to Kenya, Somalia and Djibouti, and returned to the United States with brief stops in Paris, Geneva and London ... In Kenya, Mrs. Abramowitz held meeting with the Ford Foundation and several private voluntary organizations. In Somalia, she reviewed the state of readiness of the reception centers which provide basic services to refugees from Ethiopia. While there she met with Somali government officials and others. In Djibouti, she briefed government and UN officials, and visited the Dikial camp. En route back to the United States, she stopped in Europe to meet with UN officials in Geneva, and personnel from Save the Children and the British Refugee Council, London.

Comptroller NORMAN W. RUNKLES and deputy comptroller EMILY K. KRANTZ met with officials from the Intergovernmental Committee for Migration, in New York, to discuss operational matter ... JOHN CAMPBELL, refugee officer, Geneva, Switzerland; FRANK MOSS, refugee coordinator in Khartoum, Sudan; FRANK PAVICH, refugee coordinator, Mogadishu, Somalia; and RICHARD RUBENTHAL, deputy refugee coordinator, Bangkok, Thailand, visited the bureau on consultations. ■

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Letters to the Editor

—(Continued from Page 1)

the computer is all powerful. Still, it does seem to me that the Department ought to accept the fact retirees are for the most part generous people, but they try to meet the needs of the places where they live and however sentimental they may be about Washington, for those like me who live far away those ties become weaker and weaker and in the end disappear. Could you not persuade those in charge of the annual Combined Federal Campaign to remove forever my name from their list of potential donors?

Sincerely,
JORMA L. KAUKONEN

The Bureau of Personnel replies: Disassociation with Washington is the right of all retirees; still 602 retirees, many outside the Washington area, contributed last year to the Combined Federal Campaign. Your name has once more been deleted from our retirement computer—but only for Combined Federal Campaign appeals. □

The new telephone system

WASHINGTON

DEAR SIR:

The Office of Operations has noted Robert E. Waska's letter in the December issue, wherein he lamented the omission of alphabetical listings for himself and several of his colleagues from the Department telephone directory.

While we are responding directly to Mr. Waska, we want to express our objective to publish a directory with accurate listings for each of the 6,000 State and Arms Control and Disarmament Agency employees located in 20 buildings in Washington, D.C., Maryland and Virginia. We urge all employees to advise the domestic telecommunications manager (A/OPR/FMAS/T), Room 2728, of any change in name, spelling, telephone number, office symbol, room number and building since the most recent directory. This information will be input immediately into the electronic directory data base, which the Department's new telephone operators use when they give out information, and will be incorporated into the next printed directory.

Our telephone directory will be only as accurate and as current as the changes submitted by each office. To make revisions easier, the new directory has a page, just before the alphabetical listing, that can be photocopied, completed and submitted to the domestic telecommunications manager to add, delete and otherwise modify alphabetical listings. A copy should be sent to the executive or administrative office.

We are taking a number of steps to improve telephone service in the Department, of which the recent cutover to the new system in Main State is a major milestone. We believe that when the installation of the new system is complete, everyone will be pleased with the results. We welcome suggestions, comments and constructive criticism.

Sincerely,
SANDOR A. JOHNSON
Project coordinator,
Office of Operations
Bureau of Administration □

Perspicacity

ARLINGTON, VA.

DEAR SIR:

Your headline in October on Page 2 says: "Plans for restructuring mid-career training are discussed: The new buzzword is 'continuum.'" What does that make "restructuring"?

Faithfully,
ALBERT TONER
(alumnus) □

We blush

CHEVY CHASE, MD.

DEAR SIR:

May I congratulate you and your staff on the outstanding work you have done in creating a magazine which is interesting, lively and of great value to its readers, especially those who, like me, have little other way of keeping track of what is happening in what once occupied a substantial part of our lives—in my case, 24 years.

Sincerely yours,
EDWARD A. JAMISON □

Computer is wrong

MEXICO CITY

DEAR SIR:

The October issue shows me as a new appointee to the Civil Service. I would like to assure my friends that I am still in the Foreign Service, to the best of my knowledge. And if I may take this opportunity, I would also like to advise that as of the first of the year, I will be working in Washington, in the Bureau of Personnel, Office of Foreign Service Nationals.

Sincerely,
JEANNE B. WITTE
Personnel officer ■

Transfer Tremors ..... by ebp

I was almost transferred to OTTAWA but, being a naturalized AmeriCAN, A DAne by birth, I wanted to go to Copenhagen.

I was almost transferred to PERU, but after a telephone calL I MAnaged to get it changed.

I was almost transferred to INDIA, but BOMBAY curry is too spicy for me. □

Money quiz

Q—Are all older U.S. savings bonds still earning interest?

A—Series E bonds issued in the 1940s stop earning interest exactly 40 years after their respective issue dates. Series H bonds issued in the 1950s will reach final maturity during the 1990s. All other E and H bonds, and all Freedom Shares will keep earning interest into the 1990s. Bonds reaching final maturity and ceasing to earn interest should be exchanged (in the case of E bonds) for HH bonds, or redeemed.

Q—What's one way to avoid paying federal tax on the interest your U.S. savings bonds earn?

A—Cash bonds in after you're retired—in the period during which your contributions to the retirement fund are being returned to you in the form of monthly payments. It is likely that all of your accrued interest will be offset by tax exemptions and deductions. □

Obituaries

M. Charlene Armour, 42, a technical information specialist in the analysis section of the Telecommunications Center since 1975, died of a heart attack on January 12.

Ms. Armour

Employed by State for 25 years, she worked in the Passport Office for one year before transferring to the Telecommunications Center as a typist in 1962. She became a communications equipment operator in 1968. Ms. Armour also served on details that included secretary to the director of domestic and courier operations; secretary to the chief of the Telecommunications Center; administrative officer in the Telecommunications Center; and training instructor for the remote automated reproduction and collating systems centers.

Survivors include her father and a sister. □

Walter G. Barnes Jr., 26, a clerk/typist at the Foreign Service Institute since 1983, died on December 20 at the National Institutes of Health, where he was being treated for cancer. He had worked in several sections at the institute, including the language laboratory, the Romance language department and the personnel office.

Mr. Barnes

Mr. Barnes was born in Baltimore. From 1978–82, he served in the Marine Corps. He leaves two daughters, his father and two sisters. Contributions are suggested to the American Cancer Society. □

Marion L. Gribble, 54, a political officer who retired in 1983, died on November 20.

Joining the Foreign Service in 1956, Mr. Gribble served in Oslo as vice consul; in Manila and Bangkok as political officer and second secretary; in Vienna as an international economist; and in Izmir, Copenhagen and Vientiane as a political officer. From 1959-61, he was assigned to the Department as an intelligence and research specialist. He was an international relations officer in the Executive Secretariat, 1967-69, and in the Office of International Conferences, 1969-71. After retiring, he worked as a consultant in the Classification and Declassification Center.

Mr. Gribble was born in Germany. He was graduated from Dartmouth University. Survivors include his wife and a son. □

John W. Clare, 65, a retired Army major who was a Foreign Service officer, 1965–80, died of emphysema on November 23 at Montgomery General Hospital, Rockville, Md.

His assignments included general services officer in Abidjan and Tokyo, personnel officer in Bogota and administrative officer in the Department. He worked as an administrative officer at the UN General Assembly in 1971, and at the General Assembly of the Organization of American States, 1976 and 1977.

In 1973 he received the department's Meritorious Honor Award. Serving in the Army, 1938–45 and 1950–65, Mr. Clare received several military honors, including the Purple Heart, three Army commendation medals and the combat infantryman's badge.

Mr. Clare was born in Michigan. Survivors include his wife, a son, a daughter, a grandson and a brother. Contributions to the American Lung Association are suggested. □

Richard B. Andrews, 64, who retired in 1978 after serving as a consular officer in Frankfurt, died of a heart attack on November 13 at Valley Baptist Medical Center in Harlingen, Tex.

His 32-year career included assignments to Tangiers, Tunis and Valletta as vice counsel; to Stuttgart, Kingston and Port of Spain as administrative officer; to Singapore as general services officer; and to Hamburg and San Salvador as consular officer.

Mr. Andrews was a native of South Wayne, Wisc. He served in the Army, 1942-43. Survivors include his wife, a son, a daughter and two grandchildren. □

Horace L. Talley, 75, who was a disbursement officer and second secretary in Bonn before he retired in 1962, died on November 29.

His 32-year career included assignments to the Department's fiscal control section as chief; to the accounts branch as assistant chief; and to the Office of the General Ledger as an accountant. He served in Santiago as economic officer and second secretary, 1956-58.

Mr. Talley was born in Trevilians, Va. Survivors include two daughters. □

Wilma D. Emery, 73, a Foreign Service employee who retired in 1970, died on September 18, STATE was informed recently.

Beginning her career in 1945, she served as a clerk in Beirut, Damascus, Rangoon, Bremen, Berlin and Saigon. She was a records assistant in Tokyo; a mail and records supervisor in Taipei and Havana; a communications and records supervisor in Tel Aviv; and a communications and records officer in Sao Paolo and Paris.

Ms. Emery was born in Twinlakes, Mich. From 1942-45, she worked at the University of Chicago as a stenographer. There are no known survivors. □

Ruth E. Bacon, 77, director of the Office of Regional Affairs in the old Bureau of Far Eastern Affairs, from 1965 until she retired in 1968, died on December 16.

Ms. Bacon was born in Ohio. She earned a bachelor's and Ph.D. from Radcliffe and attended Cambridge University, 1928–29. From 1933–39, she

worked as a research assistant for the Bureau of International Research of Harvard and Radcliffe.

Joining State in 1939, she was an adviser and special assistant in the Bureau of Far Eastern Affairs. In 1960, Ms. Bacon was appointed counselor and consul general in Wellington.

She was the recipient of the Federal Woman's Award in 1961. Survivors include a nephew. □

Harrison Lewis, 80, who was consul general in Bremen, 1958–63, died on December 21.

Joining the Foreign Service in 1930, he served as vice consul in Nogales, Singapore, Medan, Leipzig and Calcutta. Other assignments included Bern and Vienna as second secretary, Budapest as commercial attache, and Tokyo as first secretary. He retired in 1965.

Mr. Lewis was born in Texas. A graduate of Harvard, he also attended Heidelberg University and the University of Chicago. Survivors include his wife and a son. □

John A. Chappelear, 79, who was first secretary in Vienna from 1959 until he retired in 1962, died on December 15.

A native of Washington and a member of the District of Columbia bar, Mr. Chappelear was graduated from Georgetown University and earned a law degree from Columbus University. From 1932–40, he was a social worker with the U.S. Department of Health. After serving in the Navy during World War II, he worked for the Department of Commerce, 1945–46. He was assistant chief of the Compliance Division of the Foreign Liquidation Commission from 1946 until 1949, when he joined State. Mr. Chappelear served in London as first secretary and consular officer, 1954–59.

Survivors include his wife. □

Milton K. Wells, 79, whose last assignment was to Bogotá as counselor in 1958, died on December 11 in Margate, Fla.

His 30-year career included assignments to Ensenada, Valencia and Gibraltar as vice consul; to Lima as second secretary; to Guatemala as first secretary and consular officer; and to Barcelona as consul general. He was chief of the Division of North and West Coast Affairs, 1946–47, and was detailed to the Air War College in 1951. In 1952, he was an adviser at the U.S. mission to the United Nations.

Mr. Wells was born in Tennessee. He was a graduate of George Washington University. Survivors include his wife, two sons, six grandchildren and two great-grandchildren. □

Thomas Gosnell Gabbert, 51, chief of the International Nuclear Affairs Division, U.S. Arms Control and Disarmament Agency, died July 28 of complications resulting from post-polio syndrome, STATE was informed recently.

A native of Ventura, Calif., Mr. Gabbert received a master's from the University of California. He served with the Atomic Energy Commission and the Department of Energy. On loan to the State Department, he was posted in Vienna for eight years with the U.S. mission to the International Atomic Energy Agency. From 1981–84, he was director of the Office of Science and Technology in State's Bureau of International Organization Affairs.

Survivors include his wife, parents and three brothers. Contributions to the Thomas G. Gabbert Memorial Fund for Post-Polio Syndrome Research may be sent to Kenneth Labowitz, 520 N. Washington St., Alexandria, Va. 22314. □

Ruth Dorsey Trezise, 72, the wife of former ambassador Philip H. Trezise, died of a liver ailment on December 27 at Georgetown University Hospital. Ms. Trezise had accompanied her husband on assignments to Tokyo and Paris. She taught English conversation at Tokyo University, and helped promote the annual modern print exhibition sponsored by the College Women's Club in Tokyo.

A native of Ypsilanti, Mich., Ms. Trezise was graduated from the University of Michigan, where she was later employed in the public relations office. During World War II, she was a public relations officer at the National War Labor Board.

Besides her husband, she leaves two sons and two grandchildren. Contributions are suggested to the American Liver Foundation, 998 Pompton Ave., Cedar Grove, N.J. 07009. □

Carole A. Hyland, 43, the wife of communications officer John J. Hyland Jr., who is assigned to the Communications Center, died of leukemia on December 19 at Windber Hospital in Windber, Pa. She had accompanied her husband on assignments to Bangkok, Nassau, Brussels, Panama, Warsaw and Washington.

Ms. Hyland

Born in Johnstown, Pa., Ms. Hyland worked for radio and TV stations there before marrying Mr. Hyland in 1965. Besides her husband, she leaves a son and a daughter. □

Sylvia A. Rackstraw, 72, sister of retired Foreign Service employee Joyce E. Scott, died on December 27. She had leukemia.

Ms. Rackstraw had accompanied her sister on assignments to Florence, Belgrade, Moscow and Abu Dhabi. Besides Ms. Scott, she leaves a son, two daughters, eight grandchildren and one great grandchild. □

Lydia A. Moran, the wife of retired Foreign Service officer John A. Moran, died of cardiogenic shock on November 29 at a hospital in Punta Gorda, Fla. She had accompanied her husband on assignments in Brazil, Italy, Japan and Australia. In addition to her husband, she leaves a daughter, a brother and a sister. ■

Library Booklist

Southeast Asia

Part I

Indonesia

ANDERSON, BENEDICT, ed. *Interpreting Indonesian Politics: 13 Contributions to the Debate*. Ithaca, NY, Cornell Univ. Press, 1982. 164p. DS644.I72

AVELING, HARRY, ed. *The Development of Indonesian Society: from the Coming of Islam to the Present Day*. New York, St. Martin's, 1980. 242p. DS634.D47

BOOTH, ANNE, ed. *The Indonesian Economy During the Soeharto Era*. New York, Oxford Univ. Press, 1981. 329p. HC447.I5775

BOURCHIER, DAVID. *Dynamics of Dissent in Indonesia: Sawito and the Phantom Coup*. Ithaca, NY, Cornell Univ. Press, 1984. DS644.K34B677

FOX, JAMES J., ed. *The Flow of Life: Essays on Eastern Indonesia*. Cambridge, MA, Harvard Univ. Press, 1980. 372p. GN635.I65F58

HANSEN, GARY E. *Agricultural and Rural Development in Indonesia*. Boulder, CO, Westview, 1981. 312p. HD2082.A64

JACKSON, KARL D. *Traditional Authority, Islam, and Rebellion: a Study of Indonesian Political Behavior*. Berkeley, Univ. of California Press, 1980. 375p. DS632.S9J32

JENKINS, DAVID. *Suharto and his Generals: Indonesian Military Politics, 1975–1983*. Ithaca, NY, Cornell Univ. Press, 1984. 280p. DS644.4.J46

McMAHON, ROBERT J. *Colonialism and the Cold War: the United States and the Struggle for Indonesian Independence, 1945–49*. Ithaca, NY, Cornell Univ. Press, 1981. 338p. DS640.U5M35

McMULLEN, CHRISTOPHER J. *Mediation of the West New Guinea Dispute, 1962: a Case Study*. Washington, Institute for the Study of Diplomacy, Georgetown Univ., 1981. 76p. DU744.5.M35 (Concerning Irian Java.)

MALIK, ADAM. *In the Service of the Republic*. Singapore, Gunung Agung, 1980. 326p. DS644.1.M32A3513 (By a former vice president of Indonesia.)

MANDERSON, LENORE, ed. *Women's Work and Women's Roles: Economics and Everday Life in Indonesia, Malaysia, and Singapore*. New York, Australian National Univ., 1983. HQ1753.W66

NASUTION, ANWAR. *Financial Institutions and Policies in Indonesia*. Singapore, Inst. of Southeast Asian Studies, 1983. 182p. HG187.17N37

OSBORNE, ROBIN. *Indonesia's Secret War: the Guerrilla Struggle in Irian Java*. Boston, Allen & Unwin, 1985. 240p. (On order)

PAPANEK, GUSTAV F., ed. *The Indonesian Economy*. New York, Praeger, 1980. 438p. HC447.I574

PRINGLE, ROBERT. *Indonesia and the Philippines: American Interests in Island Southeast Asia*. New York, Columbia Univ. Press, 1980. 290p. DS640.U5P74

REEVE, DAVID. *Golkar of Indonesia: an Alternative to the Party System*. New York, Oxford Univ. Press, 1985. 416p. (On order)

RICKLEFS, M.G. *A History of Modern Indonesia, c. 1300 to the Present*. Bloomington, Indiana Univ. Press, 1981. 335p. DS634.R52

SUNDHAUSSEN, ULF. *The Road to Power: Indonesian Military Politics, 1945-1967*. New York, Oxford Univ. Press, 1982. 304p. DS644.S846

TICHELMAN, FRITJOF. *The Social Evolution of Indonesia: the Asiatic Mode of Production and its Legacy*. Boston, M. Nijhoff, 1980. 310p. HX402.T53

The Philippines

BARN, DAVID H. *Sitting in Darkness: Americans in the Philippines*. Boston, Houghton Mifflin, 1984. 646p. DS679.B34

BELB, WALDEN F. *Development Debacle, the World Bank in the Philippines*. San Francisco, CA, Inst. for Food and Development Policy, 1982. 256p. HG455.B45.

CASTILLO, GELIA T. *Beyond Manila: Philippine Rural Problems in Perspective*. Ottawa, International Development Research Ctr., 1979. 420p. HN713.5.C37

DANNHAEUSER, NORBERT. Comtemporary Trade Strategies in the Philippines: a Study in Marketing Anthropology. New Brunswick, NJ, Rutgers Univ. Press, 1983. 279p. HF5415.129.D36

GEORGE, THAYIL J. S. *Revolt in Mindanao: The Rise of Islam in Philippine Politics*. New York, Oxford Univ. Press, 1980. 294p. DS688.M2G46

GONZALEZ, ANDREW B. *Language and Nationalism: the Philippine Experience Thus Far*. Quezon City, Ateneo de Manila Univ., 1980. 179p. DS672.8.G64

GREGOR, A. JAMES, ed. *The U.S. and the Philippines: a Challenge to a Special Relationship*. Washington, Heritage Foundation, 1983. 85p. DS673.U5U7

HACKENBERG, ROBERT. *Demographic Response to Development: Sources of Declining Fertility in the Philippines*. Boulder, CO, Westview, 1984. 288p. (On order)

INFANTE, JAIME T. *The Political, Economic and Labor Climate in the Philippines*. Philadelphia, Univ. of Pennsylvania Press, 1980. 147p. HC455.I47

MAY, R. J., ed. *The Philippines after Marcos*. New York, St. Martin's, 1985. 288p. (On order)

McCOY, ALFRED W., ed. *Philippine Social History: Global Trade and Local Transformations*. Quezon City, Ateneo de Manila Univ. Press, 1982. 479p. HN713.P45

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OWEN, NORMAN G. *Prosperity Without Progress: Manila Hemp and Material Life in the Colonial Philippines*. Berkeley, Univ. of California Press, 1984. 311p. HD9156.M352P66

POOLE, FREDERICK K. *Revolution in the Philippines: the United States in a Hall of Cracked Mirrors*. New York, McGraw-Hill, 1984. 357p. DS673.U5P63

ROSENBERG, DAVID A., ed. *Marcos and Martial Law in the Philippines*. Ithaca, NY, Cornell Univ. Press, 1979. 315p. K111.P5.4M35M2

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STEINBERG, DAVID J. *The Philippines, a Singular and a Plural Place*. Boulder, CO, Westview, 1982. 160p. DS655.S74

U.S. Congress. House. Committee on Foreign Affairs. *Human Rights in the Philippines*: Hearings. 98th Congres, 1st Session. Washington, U.S. Govt. Print. Off., 1983. 67p. JC599.P6U5 1983

U.S. Congress. House. Committee on Foreign Affairs. *The Situation and Outlook in the Philippines*. Hearings. 98th Congress, 2nd Session. Washington, U.S. Govt. Print. Off., 1985. 271p. DS686.S.U5 1985

U.S. Congress. Senate. Committee on Foreign Relations. *The Situation in the Philippines: a Staff Report*. Washington, U.S. Govt. Print. Off., 1984. 57p. DS686.5.S47

Papua New Guinea

ALLAN, BILL. *Planning, Policy Analysis and Public Spending: Theory and the Papua New Guinea Practice*. Aldershot, U.K., Gower, 1982. 159p. HC683.S.A7

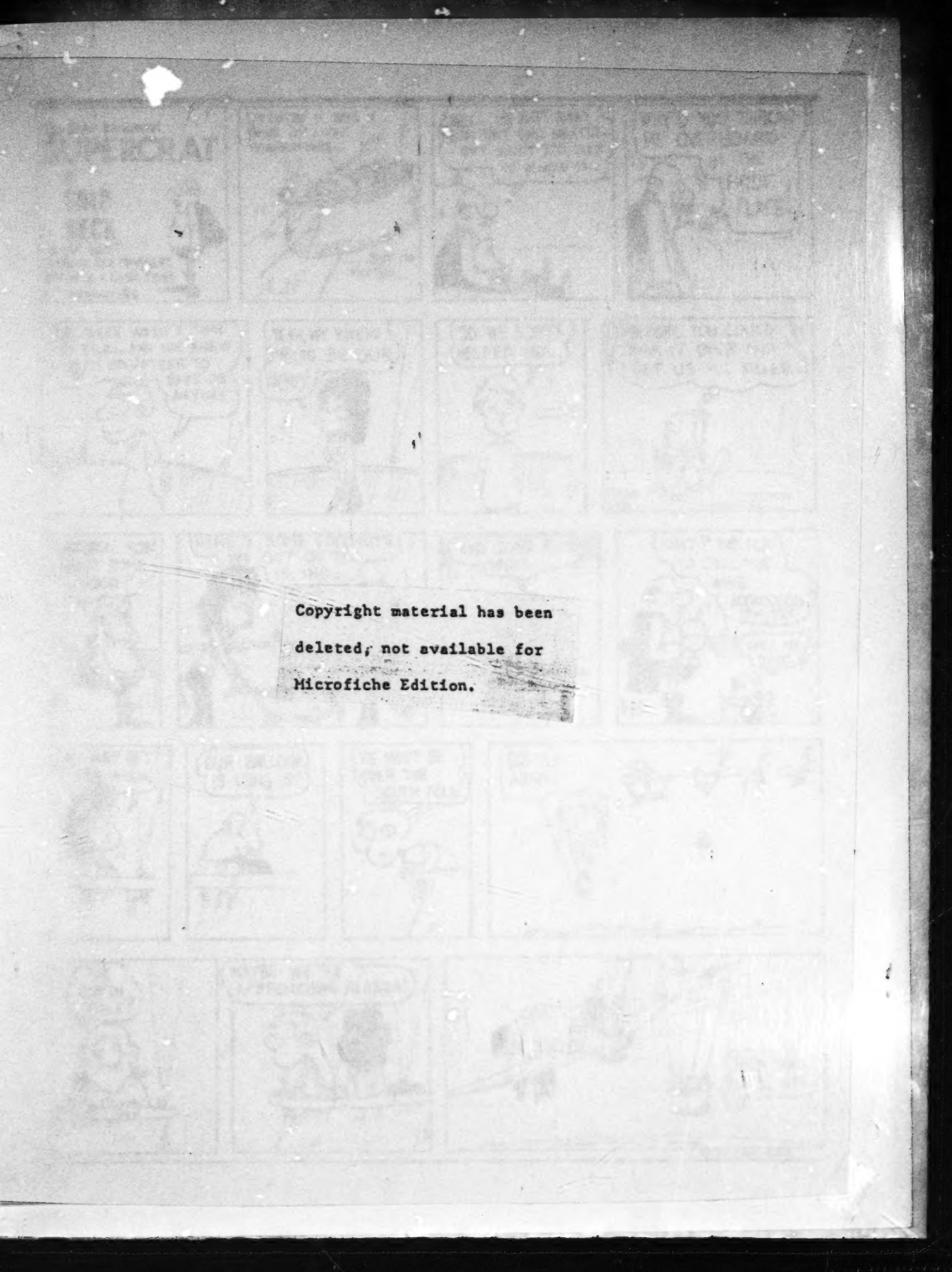
AMARSHI, AZEEM. *Development and Dependency: the Political Economy of Papua New Guinea*. New York, Oxford Univ. Press, 1979. 287p. HC687.P25A67

FITZPATRICK, PETER. *Law and State in Papua New Guinea*. New York, Academic, 1980. 290p. K123.A85.8.F47

GOODMAN, GRANT K., ed. *The United States and Japan in the Western Pacific: Micronesia and Papua New Guinea*. Boulder, CO, Westview, 1981. 289. DU500.U443

PATAKI-SCHWEIZER, K.J. *A New Guinea Landscape: Community, Space and Time in the Eastern Highlands*. Seattle, Univ. of Washington Press, 1980. 165p. GN671.N5P37

STRATHERN, ANDREW, ed. *Inequality in New Guinea Highlands Societies*. New York, Cambridge Univ. Press, 1982. 190p. GN671.N5I53 ■



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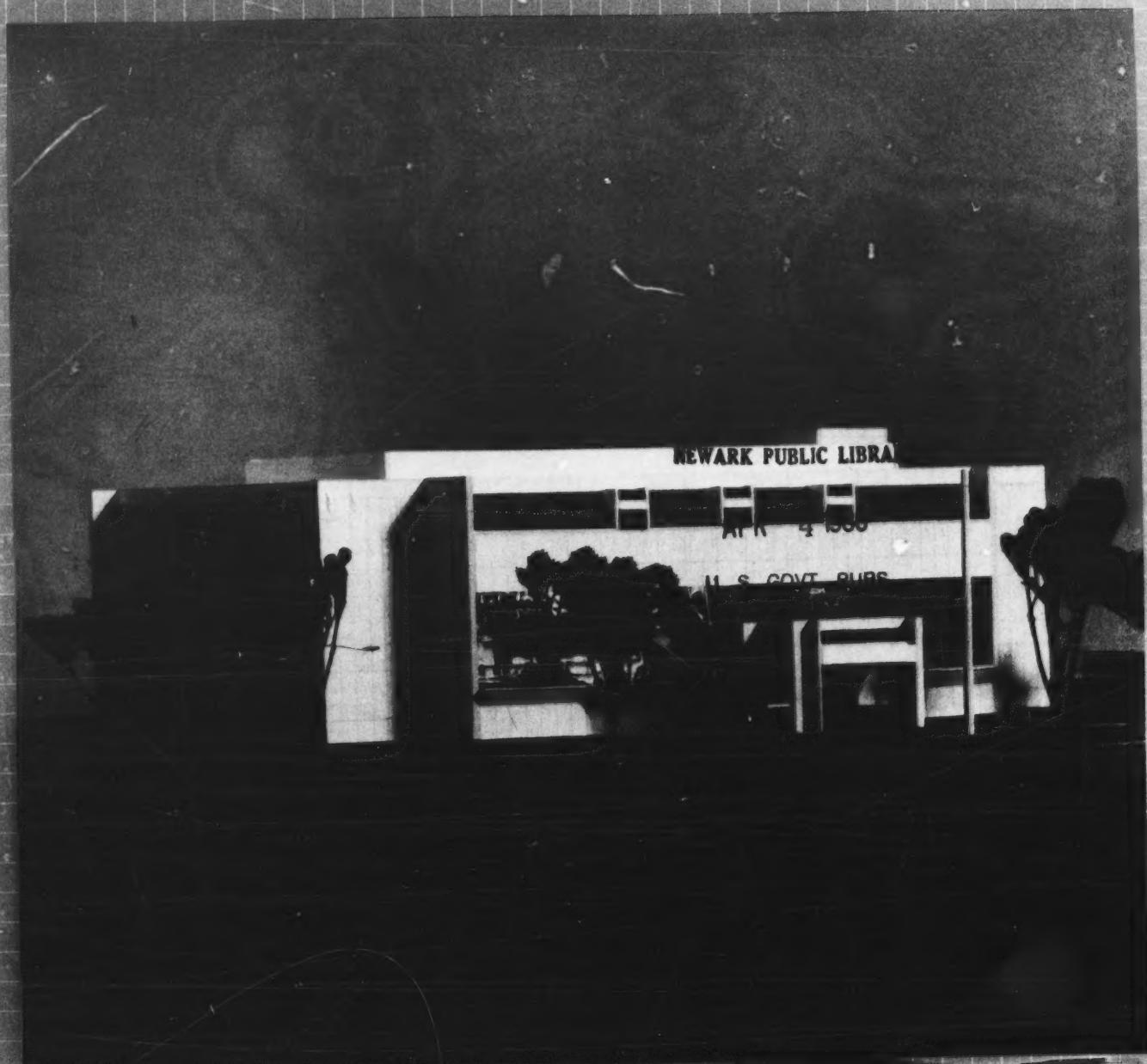
State

The Newsletter | United States Department of State | March 1986

Prototype of an Embassy: 'Transparent' Security



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READEX best copy available

THE COVER—This model, which at first glance doesn't appear to have security features, does in fact have reinforced recessed windows and a single main entrance, as well as other safeguards that aren't obvious. See interview with Robert E. Lamb starting on Page 4.

United States Department of State

Letters to the Editor

Call me Mrs.

KINSHASA, ZAIRE

DEAR SIR:

Why the constant use of the title "Ms." in your obituaries when, in many instances, the deceased woman has left a husband and/or children? That's a contradiction, because "Ms." has come to mean a single woman.

Believe it or not, there are still some married women out there who are proud of their title "Mrs.," just as there are single women proud of being called "Miss." When you write my obituary, call me "Mrs."

Sincerely,
MRS. KATIE BOWCUTT

The editor replies: In this magazine, "Ms." is regarded as the equivalent of "Mr.," in that it does not indicate the marital status of the person mentioned. When an individual asks to be referred to as "Mrs." or "Miss," the editor complies. □

Shanghai in World War II

SHANGHAI, CHINA

DEAR SIR:

In reading the published version of my article on saving the stone menorah in Shanghai (January issue) I note that it was considerably abridged, and that the portion dealing with the plight of the Jews in Shanghai during World War II was deleted. The reader is undoubtedly left with the impression that life went on as usual. The fact is that the Jews were confined to a restricted area during most of the war, and suffered considerable hardship, all of which my original manuscript goes into in detail.

I bring this to your attention primarily because I do not want any reader with friends or relatives who were in Shanghai during World War II to think that I did not do my homework and/or was not aware of the deprivation the Shanghai Jews endured.

If anyone is interested in seeing

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Editorial Staff
Executive editor Francis J. Matthews
Editor Sanford (Whitey) Watzman
Associate editor Barnett B. Lester
Staff writer Donna Gigliotti
Staff assistant Rosemary Reid □

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There are 11 monthly issues (none in August). Deadline for submitting material for publication usually is the 10th of each month. Contributions (consisting of general information, articles, poems, photographs, art work) are welcome. *Double-space* on typewriter, spelling out job titles, names of offices and programs—*acronyms are not acceptable.*

Black-and-white, glossy-print photos reproduce best. Each photo needs a caption, double-spaced, identifying all persons left to right. Send contributions to STATE magazine, DGP/PA, Room B-266. The office telephone numbers are (202) 647-2019,–1648 and –1743.

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News Highlights

Despite deficit, Reagan seeks to boost State's budget

But other U.S. agencies would be cut; congressional approval needed

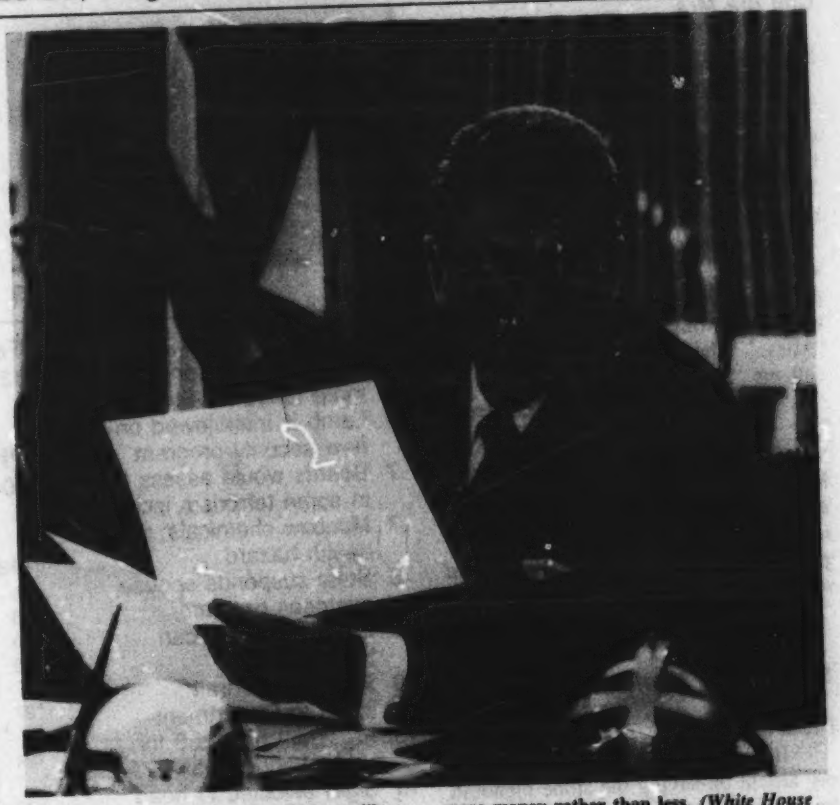
THE DEPARTMENT's operating budget for fiscal year 1987, which begins October 1, plus a security supplemental request for the current year—both now before Congress—call for substantial increases in positions and funding at State. The new request, submitted to the lawmakers in the face of the Gramm-Rudman-Hollings deficit reduction legislation (STATE, February), is an integral part of the administration's comprehensive budget for all Government agencies. As such, the proposed boost in spending for State reflects national priorities as determined by President Reagan. To meet the Gramm-Rudman-Hollings requirements, he is asking Congress to reduce the budgets of certain other agencies and to terminate some programs altogether.

The automatic Gramm-Rudman-Hollings machinery for budget-cutting would come into play at a later stage, in the event of an impasse between the executive and legislative branches on questions concerning State and the other agencies.

The Department is seeking a total of 1,182 new personnel slots—a net gain of 410 in the proposed budget, and 772 in the supplemental. The total dollar request for 1987 exceeds $4.9 billion. The supplemental seeks $707 million, to implement recommendations of the Secretary's Advisory Committee on Overseas Security. The latter amount includes $455 million for the Foreign Buildings Office; $237 million for salaries and expenses; $10 million for counterterrorism; and $5 million for antiterrorism assistance.

In the proposed budget, the Department would eliminate 201 positions in fiscal 1987 to help make room for the new slots.

It would eliminate 82 personnel positions; 84 in administrative and consular operations; and 35 others through improvements that would shift some tasks from consulates to embassies.



President Reagan **believes that State, unlike some other Government departments, needs more money rather than less.** ***(White House photo by Michael Evans)***

Shultz explains to Congress

Secretary Shultz, testifying before the House Foreign Affairs Committee on February 5, asserted: "The Department of State is intensively reviewing the way we do business at home and abroad in order to reduce costs and operate more efficiently and effectively. We have a special task force to reassess our structure and operations. In the short run we are reducing travel and stretching out equipment purchases; we will also review employment and new hiring; and we will reassess our number of posts abroad and the possibilities for streamlining their operations."

He added: "We recognize we have a burden of proof to meet in requesting more funds. The increases in our fiscal year 1987 request come mainly in improving protection of our diplomatic personnel and facilities abroad. Our security assistance request, which seems higher when compared to the post-Gramm-Rudman-Hollings levels of fiscal year 1986, is essentially the same as was requested in fiscal year 1986. We are not seeking large increases in security assistance; rather we are continuing to seek a level of resources adequate to meet our international commitments and pursue aggressively our national security interests. The President has determined these are among the Government's highest priorities."

Appearing before the Senate Foreign Relations Committee on February 4, Mr. Shultz said: "We must spare no

effort to ensure the safety of the people and facilities of all agencies abroad. In this period of budgetary stringency, this task *must* be a priority."

Reporting and analysis slots

The budget seeks 198 additional positions for the Department's reporting and analysis functions—121 for political reporting and analysis; 55 for economic; 10 for scientific; and 12 for "executive direction." The new slots would be allocated among these bureaus and offices:

—African Affairs, 36; Inter-American Affairs, 32; East Asian and Pacific Affairs, 36; European and Canadian Affairs, 27; Near Eastern and South Asian Affairs, 18; Economic and Business Affairs, 5; Intelligence and Research, 32; Oceans and International Environmental and Scientific Affairs, 5; Politico-Military Affairs, 6; and the Office of the Secretary, 1.

If Congress passes the budget, the Department's information systems at home and abroad would get 144 new positions. Overseas, the positions include American systems managers, 28; Foreign Service system operators, 28; and financial management system personnel, 10. For domestic requirements: foreign affairs information system personnel, 25; enhancement of central information systems support capability, 39; consular systems; western hemisphere disbursing function, 10; systems managers, computer programmers and systems development personnel for domestic bureaus, 4.

More for security

The budget also seeks 117 additional positions for the projected new Bureau of Diplomatic Security. It gives effect to recommendations of the Secretary's Advisory Committee on Overseas Security. State also is asking for 114 new positions for overseas administrative support—32 American employees and 82 Foreign Service nationals.

To meet increasing workloads, the Department seeks 34 new positions for consular work overseas—13 American employees and 21 Foreign Service nationals. These slots will be allocated as follows:

—African Affairs, 1; Near Eastern and South Asian Affairs, 6; East Asian and Pacific Affairs, 11; Inter-American Affairs, 10; European and Canadian Affairs, 6.

For professional training and development, the Department seeks an additional $4,000,000 for an expanded master plan of the proposed Foreign Service Institute campus at Arlington Hall in Virginia.

The budget seeks $347.5 million for refugee assistance—a 7%increase over the 1986 appropriated level. The narcotic control program would receive a 4.7% increase for a total of $65.4 million. The 1986 appropriated level was $62.5 million.

Foreign building funds

The budget earmarks large increases for the Foreign Buildings Office. The total program for 1987 exceeds $1.3 billion—a 72% increase over the 1986 appropriated level of $791.5 million, after adjusting for the security supplemental. The 1987 program includes more than $1.1 billion for constructing 23 new office buildings, to replace facilities which do not meet security standards. There would be funds for acquisition, development and construction in these geographic areas:

—Africa—For the construction phase of security-related chancery building projects in Abidjan, Ivory Coast ($37.5 million); Pretoria, South Africa ($33.3 million); Kampala, Uganda ($28.9 million); and Yaounde, Cameroon ($29.4 million). For housing for Department of Defense staff in Yaounde, Abidjan and Dakar, Senegal ($1.7 million).

—Western hemisphere—For acquisition, development and construction of chanceries in Bogota, Colombia ($57.6 million) and Lima, Peru ($68.6 million). For construction of the chancery in Belmopan, Belize ($33 million). For site acquisition and construction of an ambassador's residence in Georgetown, Guyana ($.5 million).

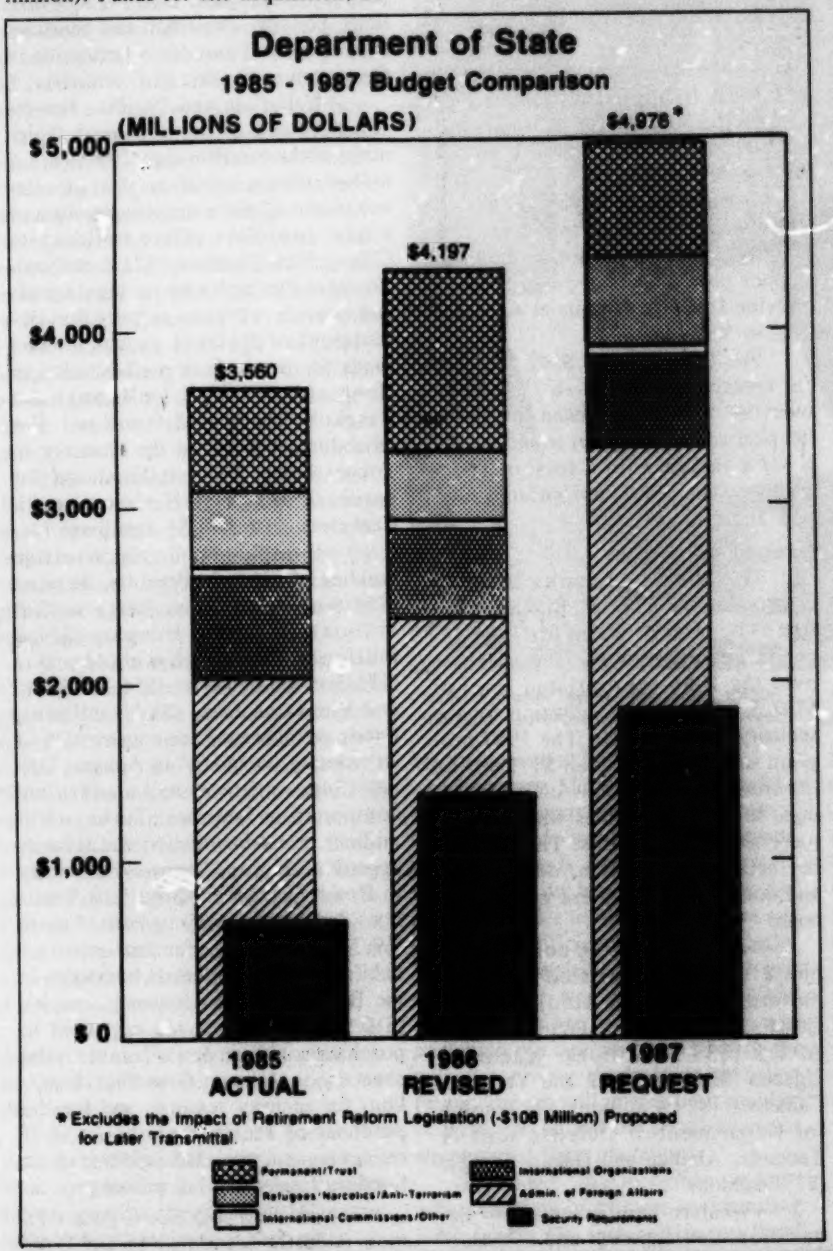
—East Asia and Pacific—For the second phase of the proposed diplomatic enclave in Beijing, China ($11.8 million). For acquisition of a site, development of plans and construction of a new consulate office building in Chiang Mai, Thailand ($21.2 million). To meet the problems of high rentals and provide adequate security for Department of Defense personnel and funds for purchase of staff housing in Hong Kong ($1.1 million) and Bangkok, Thailand ($.9 million). For rehabilitation work on the chancery in Tokyo, Japan ($17.1 million) and for purchase of five staff residences in Canberra, Australia ($1.1 million).

—Europe—Nine major office building projects: in Brussels, Belgium ($53.8 million); Sofia, Bulgaria ($38 million); Budapest, Hungary ($51.8 million); Prague, Czechoslovakia ($71.3 million); Berlin ($56.2 million) and Vienna, Austria ($89.3 million). Funds are requested for construction of an embassy compound in Ankara, Turkey ($46.4 million) and a consulate compound in Istanbul, Turkey ($14 million). For rehabilitation and security upgrades for the 32-year-old chancery in Bonn, West Germany ($19.5 million) and the chancery in Paris, France ($9.7 million). Also, for final-phase rehabilitation of residential buildings in the Bonn/Plittersdorf housing complex ($10 million). Funds are requested to purchase a vacant lot adjacent to the chancery in Athens, Greece ($10 million) for security reasons, and for the purchase of Marine quarters, a staff residence and two staff apartments in London, England ($1.1 million).

—Near East and South Asia—To meet security standards in Tel Aviv

($83.4 million) and Jerusalem ($41.1 million); Abu Dhabi, United Arab Emirates ($29.1 million), and Cairo, Egypt ($54.6 million) for a second building tower on the existing compound. For a new consulate office building in Alexandria, Egypt ($24.8 million). Funds for site acquisition, development of design plans and construction of a new chancery in Rabat, Morocco ($34.8 million). Funds to purchase three Department of Defense staff housing units in Tel Aviv ($1.1 million).

—BARNETT B. LESTER □



Paying for security: An interview with R. E. Lamb

With interest running high in the Department security program, STATE asked Robert E. Lamb, director of the program, to answer questions about it. He was interviewed by staff members of the magazine.

Q—We're into big money when we talk about security, aren't we?

A—Yes, it's *big* money. No question about it. But of course it's necessary. We're talking about $707 million for the rest of this fiscal year, and then $1.4 billion more for the next fiscal year, which starts October 1.

Q—You say "of course it's necessary." But there are people who challenge that, as you know. They say you're bleeding the Department to pay for this, at the very time that Gramm-Rudman-Hollings—the deficit reduction legislation—is already drawing blood from State and other Government agencies.

A—Well, I still say the security program is necessary, and I think you'll find support for that proposition everywhere at State, from the grass roots all the way to the top. The problem, I think, is that some people see security as competing with other programs and other needs. But it isn't that way at all.

Q—No competition?

A—Not at all. The fact is that for State to do all the things it has to do, in terms of carrying out its diplomatic mission, it needs the support of a strong and effective security program, which is essential to doing the work that the Foreign Service is all about. The people of the Foreign Service are doing the country's work, and they're risking their lives every single day just to accomplish that. The Department has an obligation to make the conditions for them as safe and secure as possible.

Q—Most of the money, I see, is going to be used to replace existing embassies and consulates.

A—Yes, about 60 of them. We're talking about buildings that don't measure up to security standards and where there is also a threat. That's going to cost about $455 million this year and

about the same proportion out of next year's $1.4 billion. The 60 don't include missions where we found there were alternatives to rebuilding and relocating.

Q—What sort of alternatives?

A—Well, in one country we found we could take care of the requirements by acquiring additional land around the existing chancery. In another we saw that perimeter improvements would do it. That sort of thing.

Q—What did you mean just before, when you said the security program has "grass roots" support in the Department?

A—What I meant is that it's not just the seventh floor or the proposed new Bureau for Diplomatic Security that is pushing this program. It's the people out in the field as well. It's out there, actually, that a lot of decisions are being made and a lot of money is being spent. It's money that the posts themselves have, and which they are committing. You might be interested to know that the Department currently is spending about $300 million a year on security but that less than one-third of that is being spent by this proposed new bureau. The rest is being spent by the posts and their regional bureaus. They are weighing their own priorities.

Q—What sort of things is this kind of money being spent on?

A—On hiring local guards. On making certain building alterations. On all sorts of security needs as perceived out in the field.

Q—Well, if you're speaking of grass roots, what about security for the residences of Foreign Service people overseas?

A—That's another high priority for us. In dollar terms we're talking about $72 milllion for this year. It's the largest item apart from the building project.

Q—What would this money go for?

A—For things like improved lighting, roving guard patrols, better locks, peepholes on doors, and so forth. This will depend on needs as locally determined.

Robert E. Lamb

Q—I thought the posts are handling that sort of thing themselves.

A—They are. But I'm talking here about additional funds that will be centrally administered, a program tailored to meet specific requirements that exist.

Q—Some of the complaints aren't just about money.

A—Yes, I know that.

Q—They're about the "fortresses" you're building, and about State being taken over by a "fortress mentality."

A—Well, that's an issue, but it's a false issue. The whole point of our building program is *not* to build fortresses. It's to construct new buildings that reflect the openness of American society—the kinds of buildings that, as Secretary Shultz says, the people of a country should see as a "welcome" sign. But the buildings also have to be secure, and we can do that, too. We can have embassies that, from a security standpoint, are transparent. By that I mean that they will have security built into them, but they will also appear inviting. They won't be designed to resemble fortresses.

Q—What about achieving security just by closing down some posts? Do we need as many as we have?

A—Which posts we need and which we don't—that's a program decision. We're seriously considering closing some down, and that reflects the dynamic nature of our diplomatic responsibilities as countries shift in terms of their degree of importance to us. But that isn't the point. The point is that, once a decision is made to have an embassy or a consulate in a certain country, then we have to make it secure. We can't just say that this country is marginal in its importance to us, and therefore it isn't worth spending the money to protect our people there. That's plainly unacceptable.

Q—Who makes the decisions on which posts have to be relocated and rebuilt?

A—It's a collective process. We began with the recommendations of the Inman advisory panel. Then its list was screened by the security people at State, the budget people, the construction people, the political and economic and consular people and by the policymakers in this building.

Q—How about Congress? How

Joseph R. Rosetti **of the International Business Machines Corp. as he presents to Secretary Shultz the interim report of the Secretary's Overseas Security Advisory Council, comprised of business executives and Department officers.** ***(Photo by Ann Thomas)***

do you think the program will go over there?

A—Well, I think there's no alternative to protecting the lives of Foreign Service people, and I think Congress is going to support us on that.

Q—In the face of Gramm-Rudman-Hollings?

A—Look, naturally questions are going to be raised. I'll go even further than that—it's *desirable* that questions be raised. But I think that in the end Congress is going to support the Foreign Service people and the needs of the United States, and we'll get substantial support for this program.

Q—Does State have enough clout on Capitol Hill?

A—You're not just talking about State when you talk about this program. The fact is that only 28% of the U.S. Government employees who work at our missions overseas are State employees. The 72% at the embassies and consulates are from other Government agencies. We're asking for money not just for us or for State, but for all those people and all those agencies.

Q—There's another question that's been raised. It's whether the Department needs a separate new bureau to handle this program.

A—I think it does. We're creating a new security service—the Diplomatic Security Service—and we want the people in it to be thoroughly professional. For this, they need a separate identity. They need a voice of their own at high levels in the Department, and this is what they would get with a separate bureau.

Q—What are some of the things that these people will be doing? Will they be involved in improving the security of documents, too?

A—Well, we've got some money earmarked for protecting our missions against eavesdropping and the theft of diplomatic secrets. This involves a lot of technical things. And—I don't think most State employees are aware of this—our security people have a great deal of responsibility for protecting foreign dignitaries in the United States. We had about 150 protective details on

Five years after their release from capitivity in Iran, former hostages celebrate an anniversary of freedom, at National Defense University, where L. Bruce Laingen is now vice president. From left: *Donald J. Cooke; Philip C. Gast*, not a hostage, who served in Tehran just before the embassy takeover; *Mark Lijek*, who returned to the States with the help of the Canadian embassy; Col. *David Roeder;* warrant officer *Joseph Hall;* Major *Paul Needham; Bruce Laingen;* Major *Neal Robinson*, who was released during the early days of the crisis; *Cora Lijek, Steve Lauerbach;* Col. *Leland Holland.*

DIPLOMATIC SECURITY—Consul general *Donald E. Mudd*, Lima, is presented the Superior Honor Award by Consular Affairs' Assistant Secretary *Joan M. Clark*. At right is *David C. Fields*, director, Diplomatic Security Service. Mr. Mudd was cited for his contributions to a security investigation.

Bomb destroys car of U.S. employee in Lisbon

A bomb attached by someone to the bottom of a U.S. employee's car exploded at the gate of the embassy in Lisbon, Portugal, on February 18 at about 7 p.m. No one was hurt.

The bomb was detected by local guards conducting a routine search of the vehicle. Shortly after the guards cleared the area, the bomb exploded. The car was destroyed, but there was no other damage. □

dignitaries in the past year, and this program is growing.

Q—Why is it growing?

A—Because it's the other side of reciprocity. We ask other countries to provide protection for *our* people, and we owe the same to the people from those countries when they're in the United States. We can't let them down on this.

Q—It appears that State has a lot of security functions then.

A—That's true. When you come down to it, this Department has requirements in that area that are imposed on few other organizations of the U.S. Government.

Q—Is there anything else you'd like to say right now?

A—Well, other questions will arise, and we'll just answer them as we go along. □

Investigators would assess personal responsibility for terrorist incidents

The Department has asked Congress for authority to establish special boards of inquiry to determine whether, in terrorist incidents overseas, there might be "reasonable cause to believe that a breach of duty by a U.S. Government employee contributed to . . . injury, loss of life or destruction of property."

The Department action complies with a recommendation of the Secretary's Advisory Panel on Overseas Security, headed by Admiral Bobby Inman. Legislation to put it into effect has been introduced in the Senate by Richard Lugar (R.–Ind.) at the request of the Department. The proposed bill, known as the Diplomatic Security Act, also provides for the appointment of an assistant secretary to head a Bureau of Diplomatic Security, and it authorizes appropriations to carry out the purposes of the act.

The investigative panels would be known as accountability review boards. They would be armed with subpoena powers and would have authority to hire experts and consultants. Where a "breach of duty" is found, the boards could recommend disciplinary action to the Secretary. Persons who become the targets of such action would not be able to utilize the Foreign Service grievance procedures to challenge it.

"A principal purpose of the inquiry," says a Department analysis of the bill, "must be to enable State to take corrective action to avoid any such (terrorist) incident in the future." □

Soviet chemical poses no health risk, State says

A chemical substance used by Soviet authorities to monitor the activities of U.S. employees there (STATE, October) "does not carry with it any known health risk," according to a Department announcement of February 14. The invisible substance is known as NPPD (nitro phenyl pentadien). Persons who pick it up from, say, a doorknob unwittingly leave deposits of it elsewhere, and their movements thus can be tracked. But despite the medical finding that it's harmless, the Department asserted: "We continue to object to the use of chemicals against U.S. personnel."

The statement that was distributed to the news media was based on the findings of three other Government agencies whose representatives went to the Soviet Union last August and September—the National Institute for Environmental Health Sciences, which later conducted tests with laboratory animals; the Environmental Protection Agency, which surveyed for the presence of NPPD in Moscow and Leningrad; and the Centers for Disease Control, which distributed a questionnaire to Americans there.

"Results indicated that (NPPD) has not been used indiscriminately against American personnel," the statement said, "but has been employed by Soviet authorities against a specifically-targeted, relatively small percentage of official American employees. Fortunately, the results of those tests show that exposure to the quantities of NPPD found does not pose a health hazard.

"The very extensive series of medical tests we have conducted shows that NPPD is not a mutagen in mammalian cells. This fact, coupled with the extremely minute exposure dose when NPPD is used as a tracking agent, provides assurance that NPPD will not cause cancer in exposed persons, and obviates the need to test NPPD for carcinogenicity. NPPD did not cause birth defects when applied to the skin of laboratory animals, and NPPD is not readily absorbed through the skin. If it does enter the bloodstream, it is rapidly metabolized and excreted from the body.

"To determine the extent of exposure to NPPD, the EPA took 436 samples on a random basis from the apartments, automobiles and offices of approximately 20% of the American community in Moscow and Leningrad. NPPD was not detected in any of these samples. In separate samplings prior to and after the EPA survey, NPPD was detected in the automobiles or property of a limited number of embassy employees, who appear to have been specifically targeted by Soviet authorities. In particular, a follow-up survey, conducted in Moscow (last) January by the embassy health unit, concentrated on vehicles of embassy employees considered to be likely targets. These follow-up samples were analyzed by an EPA laboratory: they showed that five of the vehicles tested were contaminated . . . Those employees who appear to have been specifically targeted have been informed.

"As we noted in August, evidence

suggested that NPPD is only one of several chemicals used by the Soviets. In the course of our investigations into NPPD we detected traces of a second chemical—luminol—which may be a tracking agent. Luminol is a widely-used, commercially-produced laboratory chemical. Like NPPD, it has been shown to be a mutagen in bacteria. We have asked (the environmental health institute) to determine what biological studies, if any, should be pursued. The American community in the USSR will be kept advised as further information becomes available . . . We will continue to monitor for such chemicals."

A detailed fact sheet distributed with the statement said: "Locations to be sampled were chosen at random without EPA's knowing where NPPD had been previously detected. Approximately 20% of the apartments, automobiles, and offices of each group (official and unofficial communities in Moscow and Leningrad) were sampled. In addition, property of all women known to be pregnant, as well as that of several individuals who requested to be part of the survey, was included. Objects most frequently sampled were doorknobs, light switches, telephone receivers, surfaces on doors, chair arms, vehicle steering wheels, gear shifts, seats and dashboards."

As to the January tests which turned up NPPD in five vehicles, the fact sheet said: "As these surfaces had not been decontaminated the application of NPPD could have taken place prior to the EPA survey in August/September 1985 and may not indicate continued use of NPPD." □

Spouse program on hold; lack of funds is blamed

The Gramm-Rudman-Hollings economy measure has forced State to delay a plan under which about 50 wives and husbands of employees posted overseas would have been hired by the Department in a pilot project that was to begin on October 1. The program, aimed at expanding employment opportunities for qualified spouses at diplomatic missions, had been authorized by Congress. Senator Charles Mathias Jr. (R.-Md.), sponsor of the legislation, was advised of the decision by Under Secretary Ronald I. Spiers.

"The Department has now completed a new financial review for fiscal years 1986-87," Mr. Spiers wrote to the senator. "I very reluctantly have concluded that it would be inappropriate to begin the pilot project when so many other important programs are being cut or eliminated. I will take another look at the situation towards the end of this fiscal year to see if circumstances will permit us to go ahead. I want to personally assure you that the State Department is committed to the concepts proposed in the pilot project and intends to put them into practice as soon as possible."

Senator *Charles Mathias Jr.* (R.-Md.), who sponsored the legislation on job opportunities overseas for Foreign Service spouses.

Only a few days earlier, as required by the legislation, State had outlined for Congress a design for the project. But the report itself called attention to budgetary problems, and the Department said in a press release: "It should be kept in mind, of course, that the pilot project must conform to current budget realities. Only after reviews now in progress in State and other agencies have been completed will final decisions be made on the size and timing of this (two-year) project."

The Department said in its statement: "The project is designed to test two separate employment programs which would be tried at different posts. The first, the Foreign Service associates (FSA) program, would create a pool of jobs, mostly full-time, at the junior-officer level to be filled by the qualified American citizen spouses of direct-hire employees of participating agencies (those paying a pro rata share of the FSA costs). Most of these positions would be in mainstream Foreign Service areas such as administrative, cultural or consular affairs, and computer systems management. Others would take advantage of special talents of spouses at post who identify projects which would advance U.S. foreign policy interests.

"The second concept, the enhanced employment program, would use existing resident American hiring mechanisms more flexibly in terms of job content and pay grades than has been past practice . . . As the project progresses through its projected two-year period, adjustments will be made as we gain firsthand experience. Both ideas will be carefully evaluated before any decisions are made on worldwide applications."

The statement continued: "During the design phase, two other important issues concerning spouses arose and were given careful attention. The first had to do with the special demands placed on the spouses of senior diplomatic officials to participate in many official and semi-official activities related to the employee's responsibilities. The idea of some compensation for the spouse of ambassadors, deputy chiefs of mission and consuls general was considered. Since no consensus could be reached about how to deal with this issue, State plans to give the matter further study in search of a solution."

"The other issue was how to give more recognition to the family members of overseas employees who perform outstanding volunteer services.

Since these persons often advance U.S. foreign policy interests, it was decided to seek the necessary authority to expand the existing Department awards program to include family members. The expanded awards concept will then be open to all family members of employees serving in overseas diplomatic missions. Safeguards will be built into the system to ensure that only exceptional service is recognized."

In the report to Congress, the Department said selection of pilot posts and identification of FSA jobs would begin in February. The cost in the current fiscal year was estimated at $150,000, mostly for training and administrative expenses. For the first full year of the program—fiscal 1987—a $1.5-million cost estimate was given. This was based on 50 positions, $30,000 for each. The latter figure includes $20,000 for salaries and $10,000 for retirement, fringe-benefit and administrative costs. These costs were to be shared with State by other U.S. agencies, represented at the diplomatic mission, that would participate in the program.

While the Department itself subscribed to the need for the project, there is no unanimity in the community on this score, according to the report to Congress. The report said on this point: "Not everybody is enthusiastic about the pilot project. Some believe that having spouses employed at junior officer-level positions is demeaning to the career junior officers doing the same work. The American Foreign Service Association and the American Federation of Government Employees are concerned that the size of the career service in the future will be reduced if the pilot project is successful. Some fear that FSAs will eventually bring irresistible pressure to be integrated into the career service. Others see the creation of a second tandem couples program. Secretaries and communicators wonder whether resources devoted to training spouses will not reduce other training opportunities and upward mobility possibilities. Some single people dislike the prospect of a further widening gap in family income between married and singles. A few people lament anything that is being done which decreases the chances of keeping a spouse at home."

The report noted, too, that some Foreign Service national employees are concerned that the program might ultimately deprive them of their jobs. □

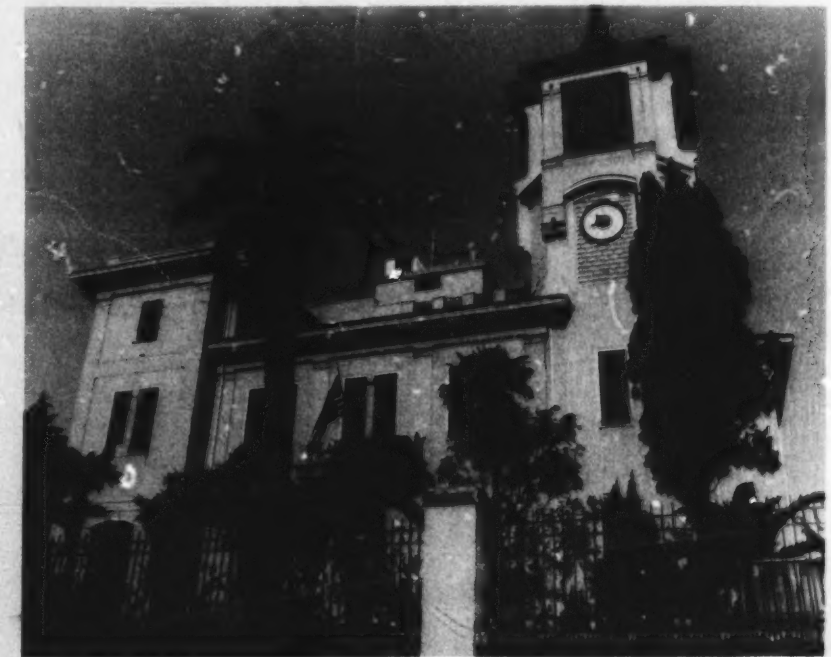
U.S. embassy at Vatican, once a villa, is dedicated

Ambassador William A. Wilson has dedicated the new permanent chancery of the embassy to the Holy See, with more than 500 Vatican officials, members of the diplomatic corps and friends of the embassy from Rome and throughout the United States attending. The new chancery is a Cote d'Azur style villa, built in 1890 and belonging originally to the Pacelli family, the family of Pope Pius XII. It's atop a hill on the Via Aurelia, overlooking the dome of St. Peter's. After the Second World War, the large Pacelli estate was broken up, and the part that is now the chancery was converted first to a paramilitary police (Carabinieri) post.

Though the building now houses offices, much of its original charm has been retained and restored, the ambassador asserted. Some of the parking area around it has been returned to gardens, and its first-floor reception rooms have been furnished in a manner consistent with the villa's 19th-century origins.

Mr. Wilson said the work of the embassy is unusual for its "strong concentration on political issues and the global scale of its interests," and that embassy discussions with the Holy See and its reporting cover all geographic areas. Peter K. Murphy is the deputy chief of mission, William Barnes the public affairs adviser, James Griffin the administrative officer and Louis J. Nigro the political officer. Regional security officer R. Anthony Deibler and a five-man Marine detail provide for the mission's security.

The embassy was established in January 1984, after a history of sporadic diplomatic relations dating back to 1848. Mr. Wilson began his tour in



The embassy to the Holy See.

Rome in 1981 as presidential envoy. He is the 11th in this diplomatic line, but the first to serve as ambassador and the first in more than a century to reside in Rome and be fully accredited to the Holy See. □

John Jay portrait is purchased for State

Gilbert Stuart's portrait of John Jay, secretary of foreign affairs under the Second Continental Congress, 1784–90, has been acquired by the Department's Fine Arts Committee for the Americana collection in the Diplomatic Reception Rooms. Considered by experts as one of Stuart's finest works, the large oil was bought at auction by Department curator Clement E. Conger at Christie's, in New York, for a record $900,000—plus a buyer's fee of $90,000. The donors, who supplied the money, are the Freed Foundation, Inc., Gerald A. Freed, president; and David and Juli Grainger. Mr. Freed, a real estate investor, and Mr. Grainger, a Chicago businessman, are members of the Fine Arts Committee.

"These two men came to my rescue," Mr. Conger said. "When they heard that the Jay portrait was to be sold at auction, they promised to make the money available so we could return it to the State Department, where it had been on loan." It had been loaned to the Department by John Jay Iselin, president of WNET, Channel 13, and other descendants of the Jay family in 1972, after the remodeling of the John Quincy Adams State Drawing Room. Earlier, from 1945 to 1972, it had been on loan to the National Gallery of Art.

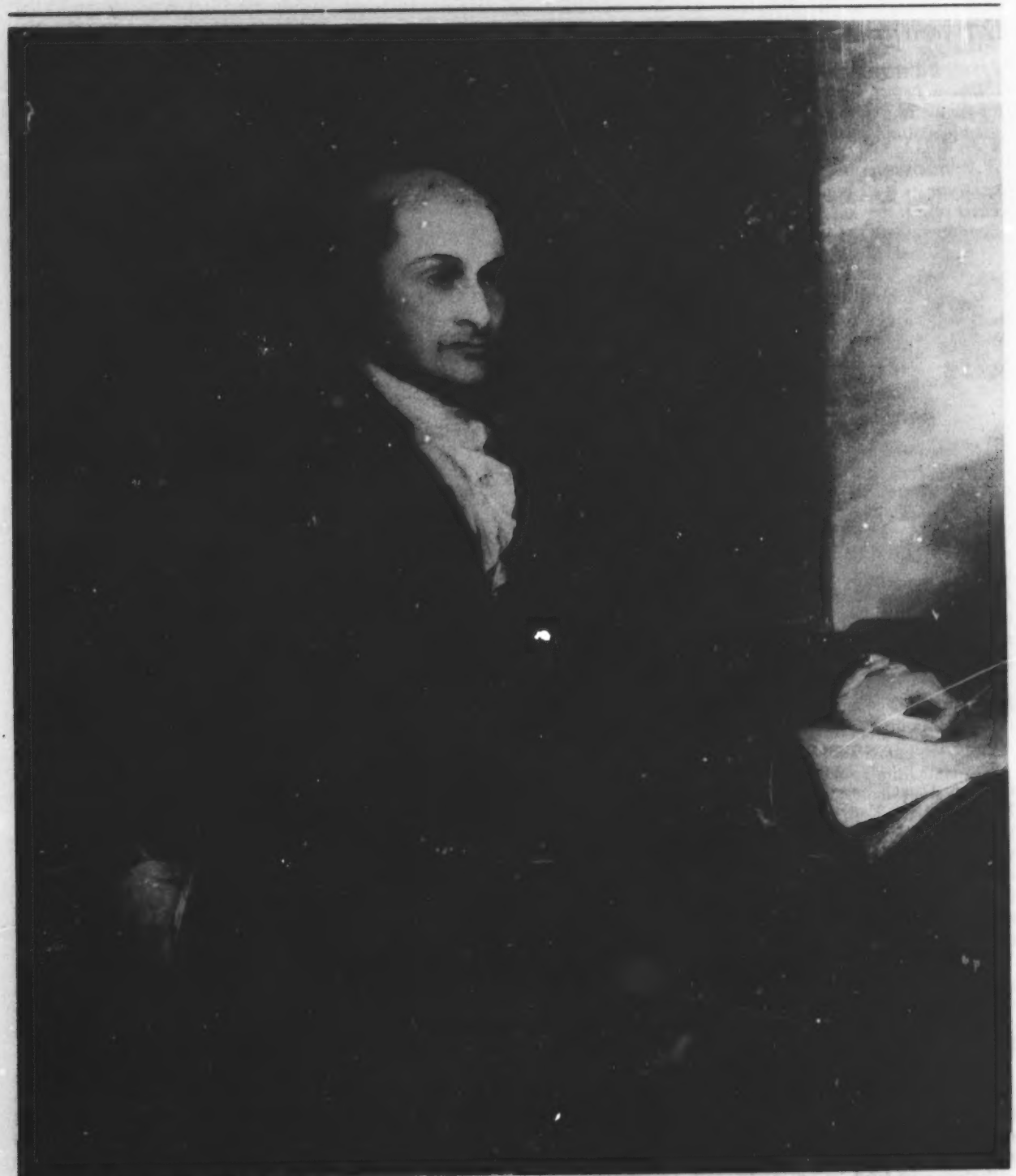
The Stuart portrait, measuring 50½ by 41½ inches, is "the most important painting in the Department," Mr. Conger said. It was painted on the occasion of Mr. Jay's visit to London in 1783, after signing the Treaty of Paris. The work is now on view at the east end of the Adams room. It is flanked on the left by a portrait of Martha Washington by Rembrandt Peale and, on the right, by a portrait of George Washington, also by Peale.

Ambassador Wilson in his office

Mr. Jay, a lawyer, served as president of the Second Continental Congress and chief justice of New York. He was U.S. minister to Spain, 1780–82, and, with Benjamin Franklin and John Adams, was one of the peace commissioners who negotiated the Treaty of Paris in which Great Britain recognized America's independence.

Mr. Jay wrote five of The Federalist papers. He was appointed the first chief justice of the Supreme Court, serving from 1789 until 1795. In 1794 he was sent to London as a special envoy to negotiate the treaty of amity, commerce and navigation. From 1795 to 1801 he was governor of New York. He died in 1829 at the age of 84. □

View of east end of the John Quincy Adams State Drawing Room. Jay portrait is in center. ***(Diplomatic Reception Rooms photo)***



John Jay, by Gilbert Stuart. *(Diplomatic Reception Rooms photo)* ■

On being posted home, where the kids are

'We felt one of us should stay with our newborn—I was the logical choice'

BY DICK NORLAND

WE ALL KNOW it's hard enough to advance in the Foreign Service if you're a 12-hour-a-day, eager-beaver officer moving from good job to good job, year in and year out. So how can it be career-enhancing to take seven months of leave (without pay), just to stay home with your children while your lawyer-wife follows her career? The answer is, maybe it can't be. But then again maybe it can.

One aspect of career mobility in the Foreign Service seems to be perspective and broad-mindedness in this last of the generalist professions. And I can think of no better way for you to expand your horizons than to move out of the claustrophobic confines of "the Department," into the reality of the domestic life that, behind the scenes, keeps this country running. At the very least, it should make you look askance at the value system that rewards the narrow-minded zealot occasionally encountered in this or any business.

After two years on the South Africa desk and four months in the late mid-level course I was pleased to be able to take seven months of leave without pay to stay home with our two children, Daniel, now 5, and Kate, 1. My wife, Mary Hartnett, had just gotten her law degree, delayed by two years because of our first tour overseas, in Bahrain. She was considering working for a Washington law firm. We already knew in-mid-1985 that we would be going to Tromso, Norway, next July, and we viewed this as a good opportunity for her to begin her legal career. At the same time, we felt that one of us should stay with our newborn Kate, and I was the logical choice.

Dad and the children get away from it all. They visit brother *David Norland*, standing, in Santo Domingo, where he's vice consul. Seated are David's wife, *Sue*, with *Daniel* holding the cup and *Kate* her bottle.

'No more ... no more ...'

The first thing that struck me as I began my tenure as househusband was the lack of structure to the day. No more rushing for the bus. No more jingling phones at the desk. No more desk. No more ego trips when the assistant secretary would say hello. For a while, in fact, there were almost no hellos at all, except the garbled greetings I got from my infant and toddler.

That was the second shock—the absence of adult conversation. The result: when I did encounter another adult, say at the playground pushing her child on a swing, I would find my-

self spewing out words, overjoyed at the chance to express myself. The subject mattered little. Regardless of the weather that day, somehow speaking about it to another person became momentous, fulfilling. It was enormously satisfying to occasionally engage in adult conversation over lunch with friends studying at the Foreign Service Institute, despite the difficulty of conversing in the presence of the children.

Receding front page

The press of world affairs and national news assumed diminished significance for me once my daily routine of caring for the children took over. At first, I thought I would have ample time to read the morning paper over coffee. Then I thought I would just get a chance to skim the headlines. Gradually it dawned on me that even this would be an unlikely—and increasingly unnecessary—feature of daily life. Finally I realized: so what? In fact, I found that very little of what passes for news has great impact on the daily life of the average American family. This was a shock, of course, because while I was working in the Bureau of African Affairs, I naturally assumed that average Americans stood poised on streetcorners waiting to discuss with each other the import of my latest draft memo on U.S.-South African relations. The only item of national news in the past year that seems to have made any tangible difference to me was the enactment of Martin Luther King Day—one day a news story, as politicians threatened to derail the event, the next day a genuine federal holiday that I commemorated with the children at the Capitol Children's Museum, in the company of many other federal workers who on that day were *not* on leave without pay.

I discovered, in other words, that something does not have to be reported on TV or in the newspaper in order to be a reality. There is a reality to domestic life, an all-too-real pace of its own, that's far more demanding and immediate than virtually anything the media normally report. Hungry mouths await tempting meals of cereal mush, crackers, peanut butter and jelly. Diapers need changing. Infants discovering the freedom that comes with their first steps need to discover the restraining leash of their parents' arms before they tumble face-first onto a concrete step. Children need attention, play and love. They need to socialize with other kids in a safe environment. They need diversity, and they also need routine as well as flexibility, yet firmness.

At the preschool

I witnessed this at Daniel's preschool, a cooperative where I served as the "helping parent" to meet our family's fortnightly "co-op-ing" requirement. I learned to savor the small—and sometimes not so small—mental and physical accomplishments that he achieved with each passing day—right as they occurred: a new object or process observed, a new concept mastered, some curiosity that struck his funny bone and that, were I not there to see it, I would probably miss forever. These joys were duplicated in the time spent with Kate, an imp with an insatiable desire to climb. Her first words were mine to hear, and I became the most reassuring presence in her life. In both cases, no small feelings indeed.

I don't know where mothers—for it has been primarily mothers—have found the patience and skills to guide children from infancy to self-sufficiency, so selflessly for so long. Where does their support come from—the positive reinforcement, the ego satisfaction? It must come from within, for it's certainly not likely to come in massive doses from a busy working spouse, or from society at large.

I was lucky. As a male, I found I received probably unusual attention and support from shopkeepers, bus drivers and others as I made my way around town with the children. People seemed somehow gratified by the sight of the three of us trundling along with stroller and diaper bag, trying to get through some revolving door. (They must have been particularly gratified at airports, where I hiked along like a donkey saddled with baggage, towing Daniel by his hand in my pocket and carrying Kate, car seat and all.) I found this re-

At Daniel's birthday party. *Daniel* is third from left on the sofa.

Dressing the kids to play outside.

The Norlands, all present and accounted for.

Three of the four members of the Dick Norland family, at the beach.

action on the part of others supportive and rewarding; yet I realize that most mothers probably don't enjoy such support under similar circumstances. Somehow, they're expected to perform in this role as though no praise were needed.

'Black mood ... foul outlook'

I've come to see that adults often won't be fully accepted in the "adult" world outside the home unless they have outside interests of their own, going beyond their children. I saw in myself the jealousy that emanated from seeing Mary involved in serious matters of law and politics, "even" international affairs, while my role was confined to that of "pillow adviser" at best. This was no minor thing—it could bring on a black mood indeed and a foul outlook guaranteed to wreck even the brightest day. Waiting in the car, parked in front of her office at the end of a late day, hardly served to enhance my ego either. In such circumstances I felt Mary could do no right, and I wondered if housewives ever feel that way too.

So I was glad in some ways to get back last month to the workaday world, studying Norwegian at the institute, but I'm sorry it has to be an all-day affair, and I was very disturbed at abruptly being parted from my children who are now attached to me, particularly Kate, who is calmed by me and only me, as any fulltime parent will know. I miss the freedom that comes with not having office responsibilities, the freedom to pack up the children and go visit relatives or simply go to a museum or park—no tie around the collar, no bus to catch by 8 a.m.

How curious that we establish such extreme options for our lives: be a full-time professional and don't really know your children, or be a full-time parent and remove yourself from involvement in the outside world of business and public affairs. I long for the day when we discover a moderate middle road and, more importantly, when our institutions allow and encourage their employees to follow that road. ■

Appointments

Wolfowitz to Indonesia; Sigur: E. Asia bureau

Mr. Wolfowitz

Mr. Sigur

President Reagan has announced his intention to nominate Paul D. Wolfowitz, assistant secretary for East Asian and Pacific affairs since 1982, as ambassador to Indonesia, to succeed John Herbert Holdridge. As Mr. Wolfowitz's successor, Mr. Reagan said he would nominate Gaston Joseph Sigur Jr., director of the Institute for Sino-Soviet Studies and professor of international affairs at George Washington University. Both nominations would require Senate confirmation.

Following are biographical sketches of the two.

* * *

East Asian and Pacific affairs

Gaston Joseph Sigur Jr. has been on leave from George Washington University since July 1982. He is a consultant with the National Security Council at the White House, and has also served as special assistant to the President for national security affairs and senior director of Asian affairs.

Before assuming his position at George Washington in 1972, Mr. Sigur served with the Asia Foundation. He was its representative in Kabul, Afghanistan, July 1962–January 1966; in Japan, January 1966–August 1968; and in Washington, June 1969–July 1972. He has been a Social Science Research Council fellow, Center for Japanese Studies, University of Michigan, in Okayama, Japan, 1951–52; assistant director, International Center and lecturer, Department of Far East Languages and Literature, University of Michigan, 1952–56; and director of a special research project, Sophia University, Tokyo, 1959–61.

Mr. Sigur was born in Franklin, La., on November 13, 1924. He received three degrees from the University of Michigan—a bachelor's, 1947; a master's in Japanese studies, 1948; and a doctorate in history, 1957. His foreign languages are Japanese, Chinese and French. From 1943 to 1946 he served with the Army. Mr. Sigur has written many articles and monographs on international relations. His most recent book, with Young C. Kim, is "Japanese and U.S. Policy in Asia," published in 1982. He has served on editorial boards of professional journals. He is a member of the Association of Asian Studies, the International House of Japan, the American Historical Association and the Japan-American Society of Washington. He is also a member of the American Club, Tokyo, and the Cosmos Club, Washington.

Mr. Sigur is married to Estelle Smotrys Sigur. They have five children. □

* * *

Indonesia

Paul Dundes Wolfowitz has been assistant secretary since 1982. Before that, he was director of the Department's Policy Planning Staff, 1981–82. He began his Government career in 1966 as a management intern with the U.S. Bureau of the Budget. He was a professional staff member, Evaluation and Policy Division, Plans and Analysis Bureau, Arms Control and Disarmament Agency, 1973–74; special assistant to its director, 1974–75; deputy assistant director of the agency's Verification and Analysis Bureau, 1976; and special assistant for the strategic arms limitation talks, in the agency's Office of the Director, 1976–77. From 1977 to 1980 he was the deputy assistant secretary of defense for regional programs.

Mr. Wolfowitz was an assistant professor of political science at Yale, 1970–73, and a visiting associate professor and director of security studies, Johns Hopkins School of Advanced International Studies, 1980–81.

He was born in New York on December 22, 1943. He received a bachelor's from Cornell in 1965 and a doctorate from the University of Chicago in 1970. His foreign languages are French and Hebrew. He is the author of many articles on arms control and foreign affairs. He has been a frequent lecturer on current issues.

Mr. Wolfowitz has won the arms control agency's Distinguished Honor Award and the Defense Department's Distinguished Civilian Service Award. He is a trustee of the Telluride Association and a member of the Council on Foreign Relations and the International Institute of Strategic Studies.

He is married to Clare Selgin Wolfowitz. They have a son, David Samuel, and a daughter, Sara Elizabeth. □

Richard Solomon heads Policy Planning Staff

Secretary Shultz has appointed Richard H. Solomon, head of the political science department of the Rand Corp., as the new director of the Policy Planning Staff. He succeeds Peter W. Rodman.

Mr. Solomon has been a professor of political science, University of Michigan, 1966–71; senior staff member for Asian affairs, National Security Council, 1971–76; and director, Rand's research program on international security policy, 1977–83. He has also done research and consulting work for several Government agencies. He was a visiting professor at Johns Hopkins School of Advanced International Studies, 1972–74. He is currently on the executive panel of the chief of naval operations; and a board member of the National Committee on U.S.-China Relations and the International Research and Exchange Board.

Mr. Solomon received a doctorate from Massachusetts Institute of Technology in 1966, specializing in political science. He was an international affairs fellow, Council on Foreign Relations,

Mr. Solomon

Mr. Rodman

1971, and a consultant to the President's Commission on Foreign Language and International Studies. He has contributed articles to professional journals, including Foreign Affairs and the China Quarterly. He has published four books: "The China Factor," "Asian Security in the 1980s," "A Revolution Is Not A Dinner Party" and "Mao's Revolution and the Chinese Political Culture." His most recent book, "Nuclear Dilemmas and Asian Security," will be published this spring. □

Rodman named to new post at White House

President Reagan has announced the appointment of Peter W. Rodman to be deputy assistant to the President for national security affairs (foreign policy). This is a new position.

Mr. Rodman had been director of the Policy Planning Staff at State since April 1984. Prior to that, he was a member of the State Department Policy Planning Council, dealing with Middle East affairs. From January 1977 to March 1983 he was associated with the Center for Strategic and International Studies, Georgetown University. From August 1969 to January 1977 he was a member of the National Security Council staff and special assistant to the assistant to the President for national security affairs.

Mr. Rodman was born in Boston on November 24, 1943. He received a bachelor's from Harvard in 1964, and bachelor's and master's degrees from Oxford in 1966. He also attended Harvard Law School, where he received a doctorate in 1969. Mr. Rodman is married and has one child. □

Arthur Davis to Panama; Otto Reich: Venezuela

President Reagan has announced his intention to nominate Arthur H. Davis, former ambassador to Paraguay, as ambassador to Panama, and Otto J. Reich, the Department's coordinator for public diplomacy for Latin America and the Caribbean, as ambassador to Venezuela. Mr. Davis would succeed Everett Ellis Briggs; Mr. Reich would replace George W. Landau. Both nominations would require Senate confirmation.

Following are biographical sketches of the two.

* * *

Panama

Arthur H. Davis, ambassador to Paraguay, 1982–85, is now a consultant to the Department. Before his appointment as envoy, he was president of Arthur Davis & Associates, Inc., Lakewood, Colo., 1974–82.

Mr. Davis was a meteorologist with Pan American-Grace Airways, Santiago, Chile, 1945–56, and United Airlines, 1956–62. He was director of public relations, 1962–63, and vice president, 1964–68, with Von Frellick Associates, Denver; president of its subsidiary, New Englewood Co., 1964–68; and president, Villa Enterprises, Inc., Denver, 1968–77.

Mr. Davis

Mr. Reich

Mr. Davis was born in Brockton, Mass., on October 6, 1917. He attended the Air Force Meteorology School, 1945, and the University of Colorado, 1956–58. He served in the Army Air Force as a meteorologist and warrant officer, 1942–45. He is a member of the Council of American Ambassadors, the American Foreign Service Association and the International Club. He has been a member of the National Association of Realtors, the Institute of Real Estate Management, the International Council of Shopping Centers and of several chambers of commerce. He is fluent in Spanish. He is the author of "Martin R. McMahon—Diplomatico en el Estridor de las Armas." He received the Department's Superior Honor Award in 1985.

Mr. Davis is a widower. He has a son, Arthur Davis Jr., and two daughters, Karen Davis and Susan Fodor. □

* * *

Venezuela

Otto J. Reich has been in his present post since 1983. Before that, he was assistant administrator at AID for Latin America and the Caribbean, 1982–83.

Earlier in his Government career, he was staff assistant to Congressman W. R. Hull Jr., 1970–71; international representative, Florida Department of Commerce, 1973–75; and community development coordinator, City of Miami, 1975–76. He was a research fellow at the Georgetown Center for Strategic and International Studies,

People at State

In the Bureau of International Organization Affairs, **Dennis C. Goodman** is senior deputy assistant secretary; **Laura Genero** is deputy assistant secretary for international and humanitarian affairs ... **James M. Montgomery** has become senior deputy assistant secretary in the Bureau of Human Rights and Humanitarian Affairs ... In the Bureau of Intelligence and Research, **Richard P. Collins** has been reassigned from the Office of Intelligence Liaison to the Office of Intelligence Coordination ... The staff of Secretary Shultz's Advisory Committee on South Africa includes **C. William Kontos,** executive director; **Chester Norris,** deputy executive director; **Lynda Clarizio** and **Nancy Ely,** legal counsel; **Peter Jensen,** administrative officer, and **Richard Tarsnto,** special counsel. □

1971–72; vice president, Cormorant Enterprises, Miami, 1972–73; and director of Washington operations, Council of the Americas, a private, nonprofit association of American companies that have interests in Latin America, 1976–81.

Mr. Reich was born in Havana on October 16, 1945. He became a naturalized U.S. citizen in 1966. He received a bachelor's in international studies from the University of North Carolina in 1966, and a master's in Latin American studies from Georgetown in 1973. He was a first lieutenant in the Army, 1966–69, and a civil affairs officer, Panama Canal Zone, serving in a liaison capacity with the government of Panama, 1967–69. His foreign language is Spanish. He was awarded the Army's Commendation Medal for Meritorious Service, 1969. He is a member of the American Council of Young Political Leaders.

Mr. Reich is married to Connie Dillinger Reich. They have two daughters, Adrienne and Natalie. □

Reagan names Ball as aide

President Reagan has announced his intention to appoint William L. Ball III, assistant secretary for legislative and intergovernmental affairs since last March, as assistant to the President for legislative affairs. Before joining the Department, Mr. Ball was administrative assistant to then Senator John Tower (R.-Tex). 1981–85. ■

SYDNEY, Australia—In front of the Opera House following a presentation-of-credentials ceremony, from left: *Lady Stephen*, Ambassador *Laurence W. Lane Jr.*, Mrs. *Donna Jean Lane*, Governor General Sir *Ninian Stephen*.

Ask Dr. Dustin

Q. EAST AFRICA

The last time I had a medical examination done by the State Department, I asked about a mammogram. I was told that a baseline mammogram was done at age 50. Since I was only 37, a mammogram wasn't appropriate. My Harvard Newsletter says a baseline mammogram should be done between ages 35 and 40. Can you explain the difference of opinion?

A.

Yes, early detection of breast cancer requires coordinated use of breast self-examination (monthly). examination by a health professional (yearly) and mammography. The optimal frequency of mammograms remains unsettled. In recent years, with the development of lower X-ray dose, techniques and publication of studies indicating efficacy, the tendency is to recommend mammograms earlier. In response to these developments, I recommend that screening mammograms be offered at the time of each clearance examination to women 40 years and older. If mammographic facilities at post are adequate, a Form FS–569 should be issued and the study done. If no facilities are available, I prefer that the test be done at our own facility in Washington. Appointments are required, and can be made by cable. If neither is possible, the post may issue a FS–569 authorizing a mammogram at a facility of the patient's choosing. In all cases, we require that a copy of the mammogram and report be sent to us in Washington. No per diem or travel expenses will be paid to individuals for the purpose of having routine screening mammography. These screening mammograms won't be required for clearance should a person for any reason decide not to have the test. I'm aware that this recommendation doesn't fully meet the American Cancer Society guidelines, which call for yearly examinations between the ages of 50 and 60. For those women who desire yearly testing, such tests can be obtained during rest and recreation periods at recommended sites overseas, or in the United States. Your regional medical officer will have a list of these locations.

Q. FAR EAST

I'm exasperated and concerned by the behavior of my 16-year-old son. In the past year, instead of growing in maturity and responsibility, he seems to be sliding backwards. In addition to having withdrawn from family life, he's hostile to my husband and me. He seems not to be motivated to do well in school. I'm concerned about his friends. What do you suggest? We're being transferred to Washington this summer.

A.

The teenage years can be stormy for both parent and child. There are many ups and downs connected to the normal growth process. It's a time when many changes are expected. However, some of the changes that you describe give cause for concern, as they can be signs and symptoms of drug and/or alcohol abuse. Most physical signs don't occur until drug and/or alcohol use is well underway. In the early stages of use, the adolescent is apt to lead a "dual" life, i.e., a clean image is maintained in front of parents, teachers, etc., and a different image in front of drug-using friends. Drug or alcohol use may be well-hidden while young people put an emotional distance between themselves and their parents. Surprisingly, many are able to maintain a good appearance, good grades, athletic and other extracurricular activities for a relatively long time. Because of the easy availability (and potency) of drugs available overseas, harmful dependency can occur rapidly, and this stunts or averts emotional maturation. Check with your son's school to see if there is a substance abuse counselor, and also discuss the situation with your regional medical officer, regional psychiatrist or post mental health adviser. When you arrive back in Washington, you also have available to you the services of the Alcohol Awareness Program (202-647-8804) and the Employees Counseling Services (202-647-4592).

This column by Eben H. Dustin, M.D., chief of the Department's Office of Medical Services, appears monthly in STATE. Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the editor, or to Dr. Dustin directly. In either case, your privacy will be respected; your post will not be identified. □

Q. WESTERN EUROPE

All the water in our building has Calgon added to it. Although I'm in the habit of buying bottled water for drinking, I do use the tap water for my morning coffee (except when the concierge has had a heavy hand and added too much Calgon and the water is the same as ocean water). Just how bad is this "Calgonized" water for drinking, for making coffee, and for cooking purposes?

A.

Dr. Charles Brodine, the environmental health expert on my staff, contacted the company that manufactures Calgon. The water softener is only to be added to the hot-water line, and not to be used for the cold. The water with Calgon added shouldn't be used for drinking or cooking purposes. For those needs, cold water should be heated to the desired temperatures, and I would suggest the continued use of bottled water for drinking purposes.

Q. MIDDLE EAST

I recently read in a women's magazine that lung cancer is now the leading

cause of cancer deaths in American women. Can this be true?

A.

Sadly enough, it is. Lung cancer overtook breast cancer in 1985 to become the most common fatal cancer in women, according to the mortality figures projected by the American Cancer Society. The society estimated that 38,600 women died of lung cancer in 1985 while 38,400 died of breast cancer. The new preeminence of lung cancer in women was one reason for the heightened campaigns against smoking in 1985. I suggest, if you are a smoker, that you contact your health unit for instructions and assistance on stopping this life-threatening habit. □

Dr. Dustin's health hints

Skin cancer facts: Skin cancer is the most common of all cancers. More than 400,000 new cases of this disease will be reported this year, five times as many as in 1965. It's striking more younger Americans every day. Our propensity for sun-worshipping, all in pursuit of a suntan, can be one of the causative factors. Redheads and blondes are more susceptible to skin cancer, since they lack sufficient quantities of melanin, which filters out the rays of the sun. The darker brown the skin, the greater amount of melanin. For example, skin cancer is rare among blacks.

A sore that doesn't heal, a change in the size or color of a wart or mole, or the development of an unusual pigmented area may be early warning signs. These systems should alert the individual to seek medical advice, especially to rule out the more serious forms of skin cancers known as melanomas.

Treatment is almost always accomplished by a simple excision and, on occasion, by low-dose radiation. But prevention is the best approach. If you must sun yourself, judicious use of sunscreens, and doing "serious tanning" before the hours of 10 a.m. and after 3 p.m. are recommended. The ultraviolet rays that cause the most damage are strongest between 10 and 3.

The use of "reflectors" to enhance the suntan should be discouraged. It should also be remembered that continued exposure to the sun prematurely ages the skin of most people. □

Alcohol Awareness Program

For teenagers: How do you say no to a drink?

The following, published by the U.S. National Institute on Alcohol Abuse and Alcoholism, is reprinted here at the request of State's Office of Medical Services.

Saying no to a drink isn't always easy. Sometimes it's extremely difficult and requires a lot of thought, practice and support. We want to help by offering some practical suggestions which we hope you'll find helpful. You may want to try a few out to see which ones work best for you, and to see which ones you are most comfortable using.

—No thanks, I want to stay in control.

—No thanks, I want to be in the driver's seat.

—No thanks, I don't want to get into trouble with my parents (teachers, friends, grandparents, and so forth).

—No thanks, if I drink I'll lose my privileges (e.g., use of the car).

—No thanks, I don't like the taste.

—No thanks, I don't drink.

—No thanks, it's just not me.

—No thanks, I've got to study later (or pick up a friend, or get up early, and so forth).

—No thanks, I want to keep a clear head.

—No thanks, I usually end up embarrassing myself.

—No thanks, "real teens" don't need to drink.

—No thanks, drinking makes me tired.

—No thanks, I don't want to gain any weight.

—No thanks, I'm in training.

—No thanks, what else have you got?

—No thanks.

You may want to develop your own refusal skills and, more importantly, you may wish to get support from your friends, parents and teachers for saying no. Being able to say no often takes courage and certainly shows that you value yourself, your relationship with your family, and that you are handling things in an adult manner. Asking for help is also a very mature thing to do.

How do you say no to a drink?

Any way you want to!

If you need any help, for yourself or your family, you may call 647-1843 or 647-8804 at State, on the basis of medical confidentiality. □

Executive physical exams are halted at State

The Office of Medical Services has announced it will no longer give annual executive physical examinations to persons assigned to Washington. The decision was based on studies in the United States and Canada which indicated there was not sufficient evidence to justify routine examinations on apparently healthy individuals, said Dr. Eben H. Dustin, the Department's medical director.

"Personnel in high-risk categories by virtue of existing disease or family history," he added, "should be seen on a regular basis by their private physicians for the specific problems or, if overseas, by their regional medical officer." □

Don't help your children to poison themselves

(From the Foreign Service Medical Bulletin)

One of the hardest emergencies to prevent is the poisoning of a child. Some common sources of poison are things that many parents don't think of as dangerous . . . soaps, perfumes, houseplants and even some foods that are edible to adults. Because a child's sense of taste isn't well developed, flavor isn't as important as appearance. Anything bright, shiny or colorful is a candidate to be eaten. Some pretty poisonous substances can taste pretty good; antifreeze for example.

Children's chewable vitamins may be good for kids in the recommended dosage but taking too many at a time can cause an overdose of iron, vitamin A or other substances. Chewable vitamins are sweet and colorful and their containers are very appealing to youngsters. They are best kept out of sight.

Some cough and cold remedies fall into the same category—tempting but deadly. Keep them put away and be sure they have child-proof caps.

Houseplants are a source of a lot of poisonings. Philodendron, diffenbachia, daffodils, azaleas and mistletoe berries, among many others can be harmful to kids who chew on them. Every part of the tomato plant is poisonous except for the tomato itself.

Soaps and detergents can be a threat. Youngsters like to bite off corners of the bars of soap, and "empty" detergent bottles that are thrown into the trash often contain a tablespoon or two of liquid.

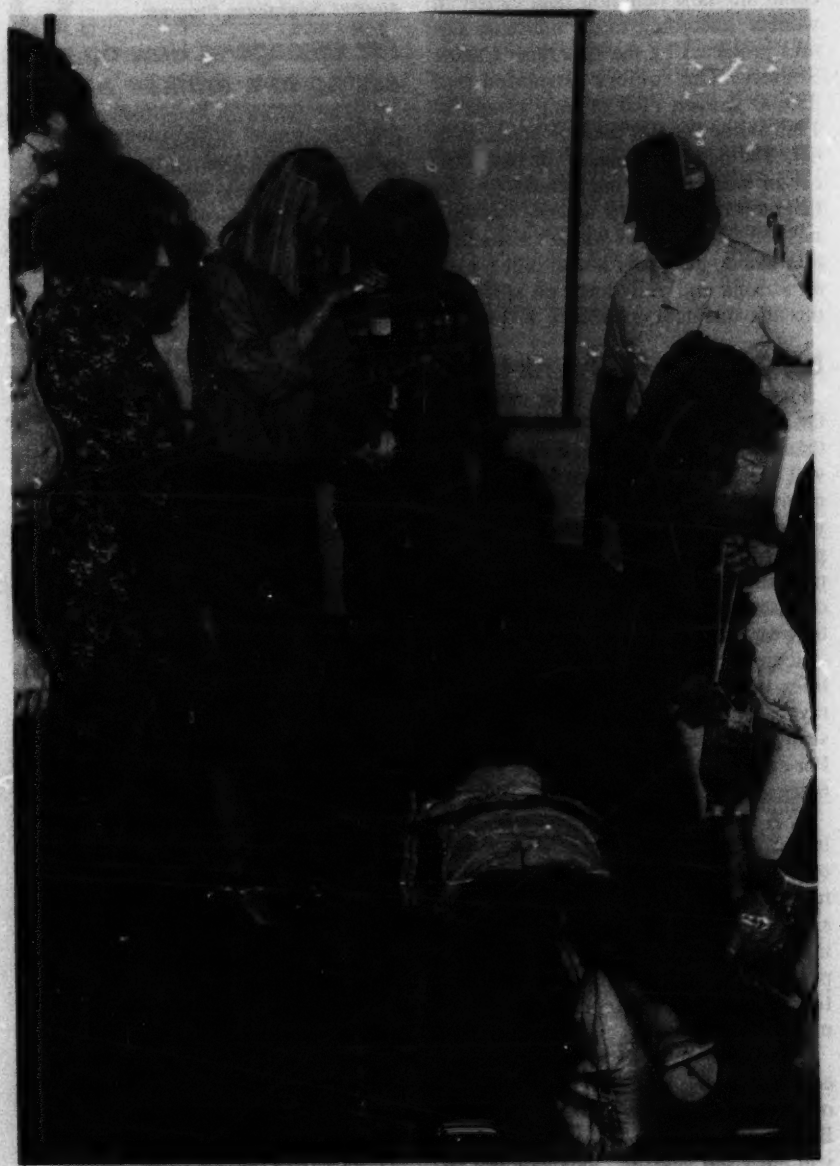
Cosmetics, especially perfumes, cologne and aftershave cause a lot of poisonings. Alcohol can be deadly to children and mouthwash is 10, 20 and even 40% alcohol, and perfume and aftershave from 70 to 90%. The average 1-year-old can die from 2½ teaspoons of perfume, authorities warn.

Alcoholic beverages should be kept away from children for the same reason. Empty all glasses with small amounts of alcohol left in them after a social function. A small amount can be very harmful and you don't want your 2-year-old sharing your hangover!

Fruit pits such as those of apricots, peaches, plums and nectarines are poisonous although an adult would have to eat a lot of them to be affected. (Nectarine kernels are even sold at healthfood stores.) The insides of the pits are easy to chew and it doesn't take many to poison a child. Apple seeds can be harmful too. A doctor at Georgetown tells of a family who snacked on apples during a recent car trip and threw the cores into a paper bag. When they got home, their 18-month-old child started eating the cores—seeds and all—and before long was a victim of cyanide poisoning. Af-

Life-saving courses

Courses on cardiopulmonary resuscitation and other life-saving techniques are being offered every third Wednesday, Thursday and Friday of each month, in the East Auditorium, 1:30–4:30 p.m. To register, call 647-1928. □



ASUNCION, Paraguay—Learning emergency medical care, from left: administrative officer *Bernard E. Gross, Otilia Haywood, Karin MacGuire, Reinaldo Farina, Rodney Redmon, Jerry Douglas,* nurse *Maria L. Fernandez, Henry Couppens* and "victim" *George Dickerson.*

ter calling the Poison Center at Georgetown, the child recovered.

Button-sized batteries would not be considered poisonous by most people. In fact, small items like these can often pass harmlessly through the stool. But if a battery gets lodged inside the body, the seal may corrode and cause mercury poisoning or a chemical burn.

Cigarettes and ashtrays are often within a child's reach. Nicotine can be deadly if swallowed (another compelling reason to stop smoking.)

Poison medications director at the National Capital Poison Center has these words of advice for parents of young children:

- Don't take medicine in front of children. They will try to imitate you.
- Don't leave handbags or other things lying around that may contain perfume or medicine. Kids love to explore these.
- Always keep syrup of Ipecac on hand to induce vomiting—but never use it unless the physician or nurse tells you to.
- Use "Mr. Yuk" stickers (available free by writing to the Poison Center, Georgetown University Hospital, 3800 Reservoir Rd. N.W., Washington, D.C. 20007) to warn children of hazardous products.
- Contact your local medical team for more information about poisonous substances.
- Always keep your medical unit's number by the telephone (if no medical unit, post medical adviser). Every minute counts in an emergency, and you shouldn't have to take time to look up the number. □

Strapping in your baby on airplane takeoff

(From the Foreign Service Medical Bulletin)

Infants should *not* be buckled inside a seat belt with an adult during takeoff and landing. The danger is that the force of adult's body thrown against the child's, when both are restrained by the same belt, can do considerable damage. But a child held in an adult's arms is hardly secure, and expert opinion is that a child who can handle sitting alone is better off with his or her own seat belt. Still more desirable is a safety seat of the sort used in automobiles. The Federal Aviation Administration has recently issued guidelines to permit the use of safety seats on airplanes. The airlines are not required to let their passengers use such seats for infants, but over 60 major carriers now do permit them. Any seat has FAA approval if it was manufactured since last February 26 and carriers the label saying that it is "certified for use in motor vehicles and aircraft." Seats made between January 1981 and 1985 are also allowed if they carry a label stating that they conform to federal standards for motor-vehicle safety. Vest or harness restraints are not permitted by the FAA.

Parents who want to be sure they can use a safety seat must purchase a separate ticket for their infant. This can add considerably to the expense of air travel for parents with children under the age of 2—perhaps enough to undermine the instinct for safety. (Tickets are automatically required for children above this age.) Some airlines, however, will permit unticketed infants to use available seats when the flight is not full.

(This article appeared originally in the Harvard Medical School Health Letter.) □

Want to feel better? Read this

(From a memorandum on the background investigation of a person who had applied for work at the State Department):

"The supervisor at the Chicken George restaurant verified applicant's having worked there ... as a cashier and food preparer at $3.35 per hour. Supervisor said that applicant was not a good worker because applicant was often late for work and sometimes didn't even show up.

"Supervisor did not consider applicant to be emotionally stable. However, supervisor did say she would recommend applicant for employment with the U.S. Department of State because she felt such work would be easier and less complex than the variety of tasks she had had to perform at the Chicken George restaurant."

(Quoted in a management cable to all posts.) □

Can't quit smoking? Let's compromise

(From the Foreign Service Medical Bulletin)

Studies show that it takes average smokers at least three tries before they succeed in quitting. Clientele should be encouraged to keep trying to stop smoking. If they have been unable to stop, but would like to lower the damage of cigarettes, these steps are recommended:

1. Smoke as few cigarettes as possible. Studies show that even two- and three-pack-a-day smokers have been able to cut back to half a pack a day.
2. Never smoke more than two cigarettes an hour.
3. Smoke the lowest tar and nicotine cigarettes acceptable, and when you get used to that brand, switch to a lower one.
4. Take fewer puffs per cigarette. Even with a low-tar cigarette, taking extra puffs can dramatically increase the amount of tar and nicotine consumed.
5. Leave longer butts, since the last part of the cigarette delivers the most nicotine, carbon monoxide and tar.
6. Try not to inhale, but if you must, take shallower puffs.
7. Do not keep cigarettes in your mouth between puffs.
8. Avoid blocking the vent holes on filters, which increases taste but also delivers a much higher dose of nicotine, tar and carbon monoxide. After smoking, look at the filter. If there is a bull's eye stain-brown tar surrounded by white filter, the vent holes were not blocked. If there's uniform brown stain across the entire filter, the holes were blocked. ■

Honors and Awards

Personnel's Mikowicz wins coveted designation

Jerome D. Mikowicz, chief of the Pay Management Division in the Bureau of Personnel, has completed the requirements of the American Compensation Association to become a certified compensation professional. Only a few persons have achieved this designation.

Mr. Mikowicz

Mr. Mikowicz has been the Department's pay management expert since October 1982. He represents the Department on the Interagency Advisory Committee on Pay, Leave and Hours of Duty. His key accomplishment has been to develop a centralized pay management function within the Bureau of Personnel, the bureau said, in coordination with the Department's bureaus and offices and the Foreign Service personnel programs of the foreign affairs agencies.

Mr. Mikowicz was the merit pay system program manager for the U.S. Office of Personnel Management. He served on two occasions as a staff adviser on Government personnel practices to the Presidential Commission on Executive, Legislative and Judicial Salaries. ■

BUREAU OF ADMINISTRATION—Deputy assistant secretary *John Condayan*, left, receives Superior Honor Award from *Robert E. Lamb*, who headed the bureau.

RIYADH, Saudi Arabia—At awards ceremony, from left (front row): *JoAnne Davis, Evelyn O'Brien, Fazal Nazish, Elizabeth Sines, Elizabeth Wooster, Faith Crowley, Abdulhadi Yahya, Jason Fernando, Mirghani Sharif, Rashid Abid.* Rear: *Mohamud Noor, Yonas Bairu, Khalil Ahmed,* Ambassador *Walter L. Cutler, Mohammed Ali Ibrahim, Nasiruddin Ahmed, Ibrahim Attallah.*

Equal Employment Opportunity

Black History Month observed at State

The Department observed Black History Month in February through a series of events in the Dean Acheson Auditorium and elsewhere, and an exhibit in the Exhibition Hall. Speakers at the opening ceremony were Secretary Shultz and Maureen Bunyan, news anchorwoman on TV Channel 9.

"This is a special time," Mr. Shultz said, "and a special opportunity to reflect upon Americans whose contributions were long omitted from our history books." He added: "Like all other groups in our society, the American black community has an important and rightful role to play in our foreign policy. We welcome and desire greater interest and participation in foreign affairs by the black community. And we want to see a Foreign Service that is as representative of our nation as possible, in every respect. Its doors were not always open to minorities, and the opportunities were not always there. Today, the doors *are* open."

Ms. Bunyan said blacks are capable of making a major contribution in foreign affairs because of their empathy with peoples of diverse cultures overseas and their sensitivity to conditions of oppression and racism. But she added that the State Department was not giving blacks a full opportunity. "During the Carter administration," she said, "there were 16 or more black ambassadors. Today there are 6. What happened to the other 10?"

The events included a showing of Afro-American fashions, a musicians' workshop, gospel singing and special films. □

Newswoman *Maureen Bunyan* in the Department. *(Photo by Doris I. Alston)*

***Viessa R. Jackson*, new president of the Thursday Luncheon Group, is congratulated by *Horce G. Dawson Jr.*, director of equal employment opportunity at AID.**

Thursday Luncheon Group elects officers

The Thursday Luncheon Group, an organization dedicated to increasing the foreign policy contributions of blacks and other minorities, has elected officers for 1986–87. They are president, Viessa R. Jackson; vice president (State), Robert T. Taylor; vice president (AID), Herbert Woods; vice president (USIA), Dolores M. Mortimer; treasurer, Charles Hughes Jr.; financial secretary, Jo Williams; and program head, Leaford Williams. □

Seminar on principles of equal employment

The Foreign Service Institute will hold a seminar for supervisors, on equal employment opportunity, on March 21, 9 a.m.–4 p.m.

The course will cover basic principles, laws, regulations, procedures and policies, and rights and responsibilities of complainants and managers.

Employees in grades FS–1–5 and GS–9–15 are eligible to attend. Attendance will fulfill the requirement that all supervisors attend a basic equal employment course. For information, call the institute on 235-8765 or 235–9404, or contact your bureau training officer. ■

Education and Training

Schedule of courses at Foreign Service Institute

Program	*Apr.*	*May*	*June*	*Length of course*
Area studies				
Africa, sub-Sahara	21	—	16	2 weeks
East Asia	21	—	16	2 weeks
Latin America	21	—	16	2 weeks
Near East and North Africa	21	—	16	2 weeks
South Asia	21	—	16	2 weeks
Southeast Asia	21	—	16	2 weeks
USSR/eastern Europe	21	—	16	2 weeks
Western Europe	21	—	16	2 weeks
Canada	—	—	2	1 week
Language and advanced area courses				
French	7	5	2,30	20 weeks
German	—	5	30	20 weeks
Italian	—	5	30	20 weeks
Portuguese	—	5	30	24 weeks
Spanish	7	5	2,30	20 weeks
Familiarization and short-term (FAST) courses				
Arabic, Egyptian	—	—	30	6 weeks
Arabic, formal spoken	—	—	30	6 weeks
Chinese	—	—	30	6 weeks
French (metrop.)	7	5	2,30	10 weeks
French (sub-Sah.)	7	5	2,30	10 weeks
German	7	—	30	10 weeks
Indonesian/Malay	—	—	30	6 weeks
Italian	—	5	30	10 weeks
Japanese	—	—	30	6 weeks
Polish	—	5	—	6 weeks
Portuguese (L.A.)	—	5	30	10 weeks
Portuguese (Eur.)	—	5	30	10 weeks
Russian	—	5	—	6 weeks
Serbo-Croatian	—	5	—	6 weeks
Spanish (L.A.)	7	5	2,30	10 weeks
Spanish (Eur.)	7	5	2,30	10 weeks
Thai	—	—	30	6 weeks
Turkish	—	5	—	6 weeks
Overseas Briefing Center				
American studies, cross-cultural adaptation, and the logistics of Foreign Service life	21	2	—	2 weeks
Career planning seminar	—	—	24	4 weeks
Community skills seminar	14	—	—	5 days
English-teaching seminar	—	5	—	5 days
Going overseas (Wed. eve., singles/couples)	—	7	—	1 day
(Sat., families)	12	17	21	1 day
(Sat., teens)	26	—	—	1 day
Re-entry (Monday, spouses)	—	—	23	1 day
Regulations, allowances and finances	—	28	—	3 days
Ad hoc education seminar	9	—	—	1 day
Budget and financial management	—	5	—	38 days
General services operations	—	5,27	16	35 days
Personnel operations	—	5,27	16	25 days
**Coping with violence abroad	7,14	5,12	2,9,16	1 day
	28	19,27	23,30	

***This course used to be available on a walk-in basis. You must now preregister.*

Consular training	*Pre-registration required for:*
ConGenRosslyn basic consular course	Continuous enrollment: 24 days

—(Continued on next page)

Seminar on educating children overseas

The Family Liaison Office and the Overseas Briefing Center are offering a seminar, April 9, on "Educating the Foreign Service Child While Posted Abroad," at the Foreign Service Institute, from 9:15 a.m. to 3 p.m.

Designed for families on their way to post, and for those in Washington seeking a perspective on educational options and services for Foreign Service dependents, the seminar will address such issues as choosing among schooling alternatives overseas, parental involvement in overseas schools, and the boarding school option. A special panel of Foreign Service young people will discuss their educational experiences. A new segment will focus on the issue of children and terrorism. An optional discussion from 3 to 4 p.m. will address the education of special-needs children (learning disabled/gifted and talented) overseas.

To register, call the Overseas Briefing Center, (703) 235-8784. □

Oral, written English

A 30-hour course designed to improve oral and written English usage is being offered by the Foreign Service Institute, March 10–April 16, on Monday and Wednesdays, 9–11:30 a.m. All employees are eligible to attend. Class size is limited to 15, first-come first served. For information, call the institute on 235–8765 or 235–9404, or contact your bureau training officer. □

Executive performance

An executive performance seminar for mid-career professionals will be held March 17–21 at the Foreign Service Institute. For information, call 235-3400. □

Stenography, typing

The Foreign Service Institute is offering a nine-week self-paced and instructor-monitored laboratory course in stenography and typewriting, April 1–May 30, Tuesdays through Fridays, 9 a.m.–noon. For information, call 235-9404. □

Solution to Diplo-Crostic No. 35

(See February issue)

Dan Jenkins. *Life Its Own Self*

"When the Super Bowl goes to New Orleans every so often, as it did for the Dallas-Seattle game, you just multiply the dementia by ten. That's because the French Quarter, which never closes anyhow, becomes a combination of spring break and Tet offensive."

A. Dow Chemical
B. Alberto Culver
C. Noose
D. Judgment Day
E. Eyewash
F. Nebbish
G. Kangaroo
H. Intent
I. Nancy
J. Scott Paper
K. Levi Strauss
L. Ivory
M. Firestone
N. Ebb and Flow
O. Igloos
P. Teethes
Q. Statement
R. Off the Shelf
S. Weyerhaeuser
T. New Home
U. Square Inch
V. E.I. Dupont
W. Lambeth
X. Fattest □

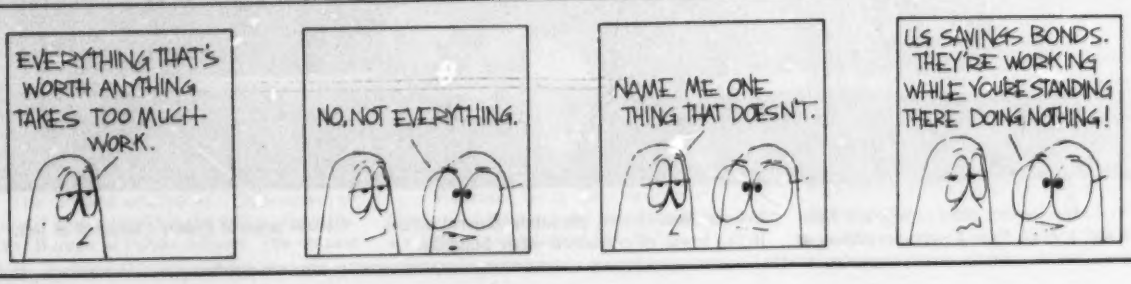
U.S. position at maritime meeting to be discussed

The working group on radiocommunications of the Subcommittee on Safety of Life at Sea will conduct an open meeting at 9:30 a.m. March 27 in Room 9230 of the Department of Transportation. The purpose is to prepare U.S. positions for the 31st session of the Subcommittee on Radiocommunications of the International Maritime Organization, to be held in London. April 14–18.

The group will discuss the maritime distress system, digital selective calling and satellite emergency position-indicating radio beacons. Members of the public may attend. For information contact Richard Swanson, U.S. Coast Guard, (202) 426-1231. □

—(Continued from preceding page)

Program	Apr.	May	June	Length of course
Consular orientation program	Continuous enrollment: 7 days			
Immigration law and visa operations	*Correspondence course			
Mid-level consular functional intensive	Six-week course			
Nationality law and consular procedure	*Correspondence course			
Overseas citizens services	*Correspondence course			
Passport examiners	*Correspondence course			
	*See Airgram A-660 (dated 7/17/84)			
Economic and commercial training				
Financial analysis and reporting	—	—	16	2 weeks
Computers in a foreign affairs environment	7	—	—	2 weeks
Executive development				
Advanced television workshop	—	—	12	3 days
*Deputy chiefs of mission	To be announced			
*Inspectors management training	To be announced			3 days
Supervisory studies seminar	13	—	—	5 days
*Inspectors training seminar	To be announced			2 days
*By invitation only				
Political training				
Foreign affairs interdepartment seminar	—	19	—	2 weeks
Executive-congressional relations	7	—	—	1 week
Political analysis and policy	—	—	2	5 weeks
Orientation				
Orientation for Foreign Service officers	28	—	23	7 weeks
Orientation for Department officers	14	—	9	2 days
Orientation for Foreign Service personnel	14	—	9	1 week
Department clerical orientation	14	12	9	7 days
Foreign Service secretarial training	—	—	30	6 days
Foreign Service secretarial refresher/re-entry	Schedule arranged			Individual
First-time ambassador's secretary's briefing	Schedule arranged			Individual
Communication skills				
Career development seminar (GS-7 and above)	—	—	24	3 days
How to communicate by letter and memo	To be announced			30 hours
Management seminar on EEO	—	—	6	1 day
Clerical skills				
Department correspondence	Schedule arranged			Individual
Managing words (word-processing training)	Schedule arranged			Individual
OCR telegram preparation workshop	Schedule arranged			Individual
Preparation of travel vouchers	Schedule arranged			Individual
Skills development lab (steno. and typing)	1	—	—	9 weeks
Workshops for managers				
Notetaking for managers	Schedule arranged			(Ind. on request) ■


EVERYTHING THAT'S WORTH ANYTHING TAKES TOO MUCH WORK.
NO, NOT EVERYTHING.
NAME ME ONE THING THAT DOESN'T.
U.S. SAVINGS BONDS. THEY'RE WORKING WHILE YOU'RE STANDING THERE DOING NOTHING!

Current Publications

State re-issues 1941–49 historical documents

The Department has released "A Decade of American Foreign Policy: Basic Documents, 1941–1949," a revised edition of a 1950 documentary publication with the same title that was prepared jointly by the Senate Foreign Relations Committee and the Historical Division at State.

The original publication became a standard reference source of the basic public documents on U.S. foreign policy during the 1940s. It has long been out of print, and the experience of the intervening years indicated that the text of the volume was marred by certain unintentional omissions, oversights and editing anomalies, the Department said, adding it has decided to revise and reissue it as "a service to the public and Government officials, as well as to commemorate the momentous changes in international relations that occurred during and immediately after World War II." "This decade now can be seen more clearly as a turning point in history and the foundation of 40 precarious years of peace among the great powers of the world," said the announcement.

The new volume is being touted as an improved version of the original 1950 edition. Nearly all of the documents of the first edition have been retained. The order of documents has been reorganized to reflect more accurately the development of major foreign affairs issues. Documents have been added to fill gaps in the historical record. Like all the documents in the original edition, these additional papers were released to the press and public at the time or shortly thereafter. Typographical and editing errors in the source texts have been corrected, and footnotes have been expanded to include better information on the location of authoritative primary texts. The revised edition also contains 3 maps and 36 photographs. The cover design of the book is a montage of additional photographs from the period.

The revised edition was prepared in the Office of the Historian, Bureau of Public Affairs, Department of State. Copies, published only in softcover, may be purchased for $20 (domestic postpaid) from the Superintendent of Documents, U.S. Government Printing Office (Department of State Publication No. 9443; GPO Stock No. 044-000-02050-5). Checks or money orders should be made out to the Superintendent of Documents. For information, contact David S. Patterson, (202) 663-1127, or Sherrill B. Wells, (202) 663-1149. □

Documents on Germany are published

The Department has published "Documents on Germany, 1944–1985," a revised edition of a standard reference work first published in 1959. It is said to present an authoritative record of major statements of U.S. policy toward Germany since World War II. The volume provides an overview of the development of the German question and the Berlin issue, together with the issue of European security in the post World War II era, and the evolution of relations between the Federal Republic of Germany and the German Democratic Republic.

The record begins with wartime Allied planning for the occupation of Germany and division of the defeated enemy state into zones of occupation. The documents then trace the breakdown of four-power cooperation which culminated in the Berlin blockade of 1948–1949. Inability of the Western democracies to reach accord with the Soviet Union on German occupation prompted the United States, the United Kingdom and France to unify their three zones of occupation and turn increasing responsibility for their own economic and political affairs to democratically-elected representatives of the German people in these zones. This process reached its culmination with the issuance of a constitution (basic law) and establishment of the Federal Republic of Germany in 1949. The Soviet Union responded by establishing and recognizing a German Democratic Republic in its zone of occupation.

Throughout the 1950s the great powers offered proposals for the reunification of Germany

MILAN, Italy—Deputy chief of mission *John Holmes* and prefect *Enzo Vicari* cut ribbon at inauguration of new consulate general offices in the tower of a modern office building. Consul general *Robert Collins* is at left.

and the conclusion of a German peace treaty. The West insisted on free elections and on the right of a reunified Germany to decide its own international alignments. The East pressed for a neutral Germany and a European security conference. The western Allies continued to reduce their political controls over the Federal Republic of Germany and looked to a rearmed West Germany that could assume its essential role in the defense of western Europe. Finally, on October 23, 1954, the western Allies formally ended the occupation regime, and simultaneously the Federal Republic signed the protocol for admission to the North Atlantic Treaty Organization. The Soviet block responded by creating the Warsaw Pact, which included East Germany among its member states.

In the late 1950s, the center of East-West tensions shifted to conflict over the status of Berlin. Although both East and West continued to offer proposals for the reunification of Germany, no progress was made in resolving the issue. The volume documents the series of crises over Berlin fomented by the Soviet Union between 1958 and 1963 in an effort to force the West to renounce its rights over that city and recognize the German Democratic Republic.

In the mid–1960s, the Federal Republic of Germany began actively to seek to improve its relations with the Soviet Union and its eastern neighbors: Poland, Czechoslovakia and the German Democratic Republic. West Germany's "Ostpolitik" and parallel negotiations among the four powers led, on September 3, 1971, to the quadripartite agreement on Berlin, which effectively ended great-power differences over the city and ushered in a new era of negotiations among the states of central Europe. These developments also laid the groundwork for the convening of a European security conference.

During the last 15 years the West German government and its allies have engaged in a series of undertakings aimed at lessening tensions in central Europe and mitigating the consequences of the continued division of Germany. These include: the signing of the quadripartite agreement and the accompanying accords between the two Germanies; the conclusion of a basic treaty between East and West Germany in 1972; the admission of both states to the United Nations in 1973; the establishment of diplomatic relations between West Germany and a number of its former enemies in 1973–1974, and between the United States and the German Democratic Republic in 1974; and the origins of the Conference on Security and Cooperation in Europe in 1975. The documentation underlines the United States' continuing commitment to the security and independence of West Berlin and the close economic, political and defense ties which exist between the United States and the Federal Republic of Germany. The volume concludes with statements by Presidents Reagan and von Weizsaecker marking the 40th anniversary of the end of World War II.

The revised edition of "Documents on Germany" was prepared in the Office of the Historian, Bureau of Public Affairs. The volume contains 1,418 pages of documentation. Thirty-two new documents were added to the material presented in the 1971 volume. An additional 140 documents cover the story from 1971 through 1985. Four new maps have been added. Copies of this book, which has been published only in softcover (Department of State Publication No. 9446; GPO Stock No. 044-000-02062-9), may be purchased for $24 from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Checks or money orders should be made out to Superintendent of Documents. For information contact Nina J. Noring (202) 663-1141 or Paul Claussen (202) 663-1126. □

Public Affairs bureau lists offerings

Following is a list of current publications released by the Bureau of Public Affairs, of interest to those who wish to follow certain issues closely, or who write and/or give speeches on foreign policy.

The publications are available in the Department of State library in Washington and in the post libraries overseas. Free, single copies may be obtained from the Public Information Service, Bureau of Public Affairs, Department of State, Washington, D.C. 20520. Telephone: (202) 647-6575-6.

President Reagan

"Libyan Sanctions," opening statement at news conference of January 7, with transmittal letter and executive order of January 7, and executive order of January 8 (Current Policy No. 780).

Secretary Shultz

"Low-Intensity Warfare: The Challenge of Ambiguity," before the low-intensity warfare conference, National Defense University, Washington, January 15 (Current Policy No. 783).

"The Writer and Freedom," before the Poets, Playwrights, Essayists and Novelists (PEN) international conference, New York, January 12 (Current Policy No. 782).

Africa

"Southern Africa: U.S. Policy in Brief," December 1985 (Public Information Series).

Arms control

"Geneva Arms Control Talks: Round IV," Kenneth L. Adelman, director, U.S. Arms Control and Disarmament Agency, National Press Club, Washington, January 14 (Current Policy No. 784).

"Soviet Noncompliance with Arms Control Agreements," December 1985 (Special Report No. 136).

East Asia and Pacific affairs

"Resource Book: The Philippines' 1986 Election for President and Vice President," January 1986 (Special Report No. 137).

General foreign policy

"U.S. Foreign Policy: Opportunity and Risk," Robert C. McFarlane, assistant to the President for national security affairs, before the World Affairs Council, Washington, December 9 (Current Policy No. 779).

Atlas of U.S. Foreign Relations," second edition, December 1985.

International economics

"Protecting Prosperity From Protectionism," Allen Wallis, under secretary for economic affairs, before the economic policy council of the United Nations Association, Washington, January 17 (Current Policy No. 785).

Terrorism

"Libya Under Qadhafi: A Pattern of Aggression," January 1986 (Special Report No. 138).

GIST

Conference on Disarmament in Europe (1/86).
North/south dialogue (1/86).
U.S.-China agricultural relations (1/86).
U.S.-Japanese relations (1/86).

Background Notes

Algeria (10/85).
Fiji (11/85).
Gabon (9/85).
Mexico (12/85).
Sudan (8/85).
Yugoslavia (10/85). ■

Money quiz

Q—Is there a tax break for U.S. savings bond owners?

A—Yes. First, you never pay state or local income taxes on savings bonds. In addition, by waiting to report the interest until you cash your bonds, or until they reach final maturity, you will be earning interest on principal, plus the full untaxed interest previously earned.

Q—Are U.S. savings bonds registered?

A—Yes. Ownership records are maintained by the Treasury Department.

Q—If a woman bought U.S. savings bonds in her maiden name and later marries, must the bonds be reissued in her married name?

A—No. When she cashes her bonds, she need only sign her maiden and married names on the bond; for example, "Mary L. Smith, changed by marriage to Mary L. Jones."

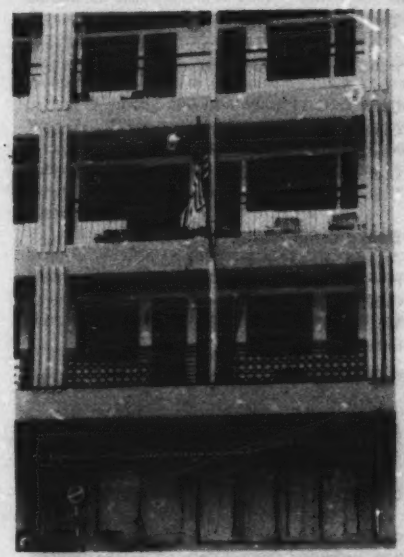
Q—When U.S. savings bonds are registered in co-ownership form, who pays income tax due on the interest?

A—Each co-owner is liable in proportion to the amount he or she originally paid for the bonds. If the bonds were received as a gift, the interest is income to the co-owner who redeems them. □

Post of the Month: Bissau

THIS CAPITAL on the western bulge of the African continent is in the nation of Guinea-Bissau, which includes the Bijagos archipelago. The U.S. embassy people there are featured here as part of STATE's continuing series. *(Photos by Dennis McDermott, Barbara C. Maslak, Wendy Castleton.)*

The chancery.



A Bijagos Islands woman displays her new grandson.

Children with carnival masks, in downtown Bissau.

En route to market, to sell pottery.

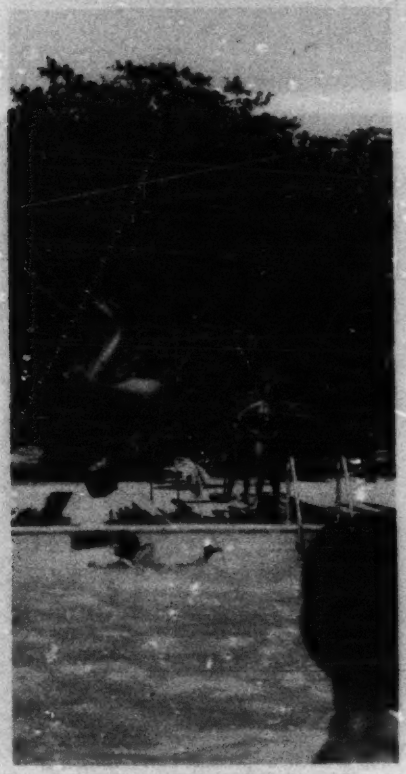
Children of the Bijagos Islands.

A village woman, at left, shows her pigs to general services officer *Barbara C. Maslak*.

Women of the Bijagos Islands perform a dance.

Bijagos Islanders prepare food.

At embassy poolside, standing: AID administrative assistant *Vasco Mateus*. Seated, from left: electrician *Armando Coelho Mendonca*, warehouseman *Umaru Embaló*, AID employee *Amadú Baldé*, maintenance worker *Pascoal Gomes*, AID employee *Sana Sanhá*.

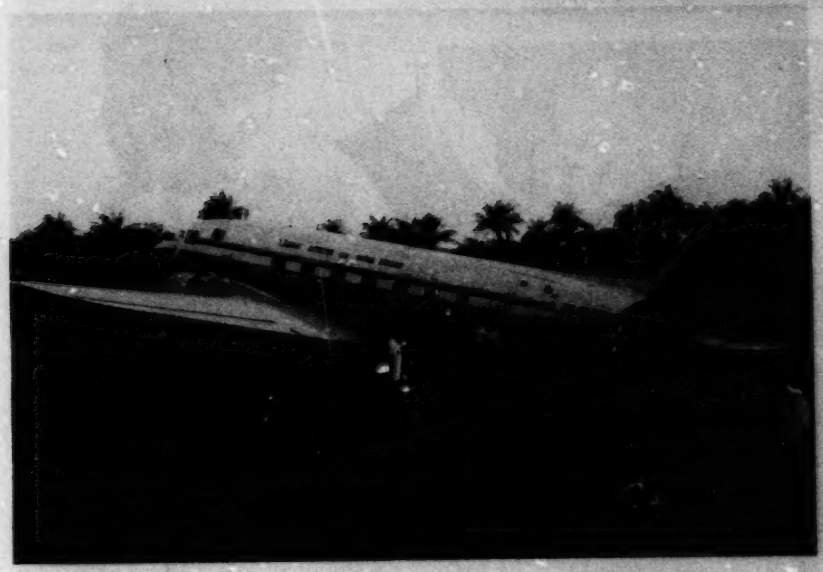


General Services expediter *Julio Carvalho* performs a backflip at the embassy pool. *Dulce Castleton*, extension agent for crop protection, watches.

General services assistant *Susan Morganti* and her son, Nicholas, in the embassy pool.

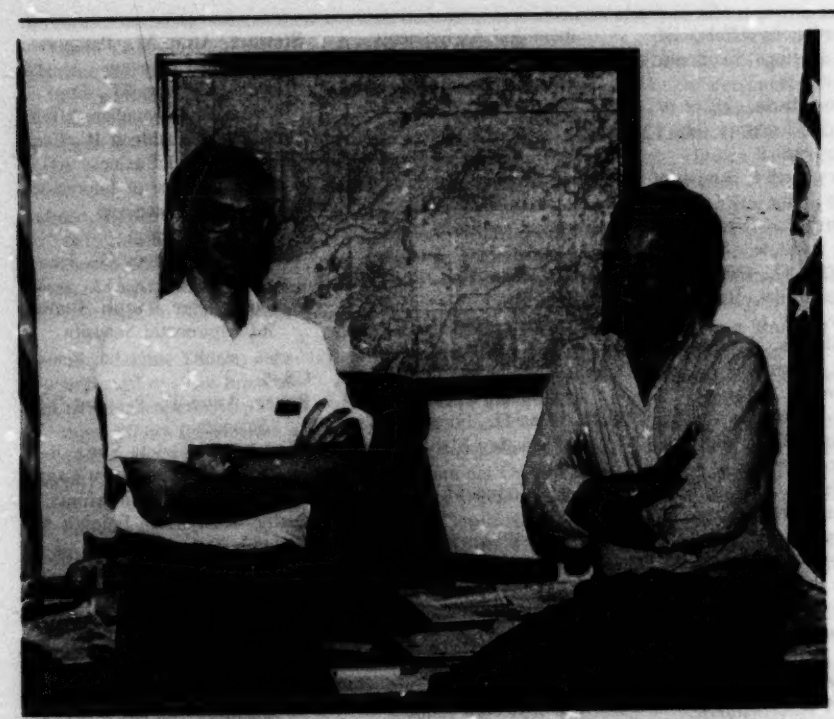
Street scene in "old town" Bissau.

Administrative officer *Jeanne Topka* feeds her pet bushbuck in front of her house.

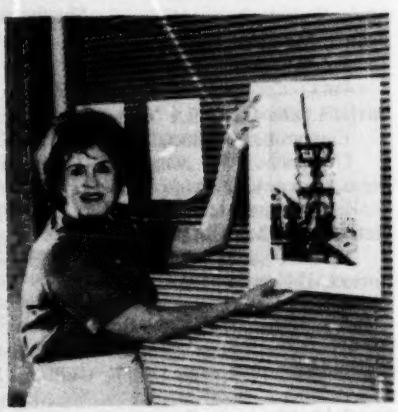


Tourists board a plane.

Crop protection specialist *Carl Castleton* is stuck in the mud. The woman gathering oysters gives advice on how to get out.



Incoming chargé d'affaires. *T. Dennis F[illegible]ce*, left, with outgoing chargé *Stevenson McIlvaine.*



Ambassador's secretary *Louise Blackwell* hangs a poster in chancery's front window. ■

Chargé d'affaires ad interim *Bill Twaddell*, who served from January to June last year, buys sweet potatoes at roadside market.

Personnel: Civil Service

Promotions

GG–5

Forde, Ronald T., U.S. Mission to the United Nations

GG–9

Randall, Michelle M., Foreign Service Institute

GG–11

Lyle, Henrietta, U.S. Mission to the United Nations

GG–14

Argoff, H. David, Foreign Service Institute

Mistretta, Martha J., U.S. Mission to the United Nations

GM–14

Alley, Gary J., Office of Communications, Communications and Planning Engineering Division

Jeffries, Melvin Arthur, Bureau of Personnel, Office of Recruitment, Examination and Employment

GS–3

Brown, Marie A., Bureau of Public Affairs, Office of Public Communication

Davis, Lynda L., Office of the Comptroller, Financial Operations

Diggs, Joyce A., Foreign Service Institute

McClarking, Michael M., Passport Services

Norton, Donna D., Passport Services

GS–4

Alexander, Laura Ann, Office of Medical Services

Armfield, Gloria J., Passport Services

Brooks, Angela Michelle, Foreign Affairs Information Management Center

Rossi, Steven Howard, Office of the Comptroller, Fiscal Operations

Santos, Vincent D., Passport Services

Tate, Thomasina, Passport Agency, Chicago

GS–5

Arrington, Audrancette J., Inter-American Affairs, Office of Regional Economic Policy

Berger, Lisa Marie, Office of the Under Secretary for Management

Burns, Mary Grace, Bureau of Public Affairs

Davis, Audrey L., Foreign Service Institute

Davis, Cynthia O., Office of the Comptroller, Budget and Planning

Wagner, Lillian A., Passport Agency, Miami

Graham, Neil E., Foreign Service Institute

Gupton, Linda Y., Passport Services

Junquera, John, Office of Supply, Transportation and Procurement

Kluth, Ruthann, Office of the Comptroller, Budget and Planning

Marino, Margot U., Foreign Service Institute

Mazur, Irene A., Foreign Service Institute

Shepherd, Hezekiah H., Diplomatic Pouch and Courier Services

Stromar, Donna Charlene, Bureau of personnel

Townsend, Douglas D., Office of the Comptroller, Fiscal Operations

GS–6

Bennett, Joyce M., Office of Southern African Affairs

Chichester, Lisa M., Information Systems Office, User Support Services Staff

Guillory, Mildred H., Politico-Military Affairs

Kazyak, Adina Elizabeth, Office of Protocol

Kelley, Mark A., Office of the Comptroller, Fiscal Operations

Miles, Sharon A., Economic and Business Affairs, Office of Aviation

Smallwood, Judith Diane, Office of Communications, Communications Center Division

Turman, Renita J., Bureau of Personnel, Office of Civil Service Career Development and Assignments

Tyler, Jean L., Bureau of Human Rights and Humanitarian Affairs

GS–7

Austin, Edward J., Passport Agency, New York

Baleston, Cecelia M., Passport Agency, New York

Brown, Velda Mae, Passport Services

Bumgardner, Randell David, Office of Protocol

Cable, Lucille M., Bureau of Diplomatic Security

Coia, Rena H., Foreign Affairs Information Management Center

Cooper, Tjuana M., Office of Security

Daniels, William F., Passport Agency, Los Angeles

Fields, Vanessa D., Passport Services

Fujimoto, Emi, Passport Agency, Los Angeles

Gray, Clara J., Passport Agency, New York

Gurney, Yvonne Ann, Bureau of Personnel, Office of Foreign Service Career Development and Assignments

Johndrow, Albert J., Passport Agency, Houston

Johnson, Karla L., Foreign Affairs Information Management Center

Kelly, Diane Y., Passport Agency, New York

Lewis, Gilbert W., Passport Services

Marquez, Angel L., Passport Agency, New York

Parker Jr., Ravon, Passport Agency, New York

Perl, Alan, Passport Services

Rubin, June E., Passport Agency, San Francisco

Schofield, Robin G., Bureau of Personnel, Office of Civil Service Career Development and Assignments

Shields, Anthony, Office of Communications, Communications Center Division

Singh, Lakhram B., Passport Agency, New York

Smith, Lynda R., Passport Services

Stewart, Anna M., Passport Agency, Houston

Stewart, William M., European and Canadian Affairs

Wilkinson, Kathleen P., Economic and Business Affairs, Office of International Finance and Development

Williams, Milagros G., Passport Services

Winters, Peter Joseph, Bureau of Diplomatic Security

GS–8

Baker, Anne T., Passport Services

Bradshaw, Patricia Sue, Office of the Assistant Legal Adviser, African Affairs

Foster, Roslyn R., Foreign Affairs Data Processing Center

Hermesman, Ricardo L., Foreign Affairs Data Processing Center

Holleran, Harriet Turner, International Organization Affairs

Ivy, Carl S., Office of Communications, Communications Center Division

Johnson, Michael T., Foreign Affairs Data Processing Center

Mac Millin, Katherine Ann, Bureau of Personnel, Office of Recruitment, Examination and Employment

GS–9

Beard, Shirley J., Office of Facilities Management and Administrative Services

Brown, Laura Maria, Passport Agency, Houston

Grenier, Janice E., Office of Communications

Lencho, Keith J., Passport Agency, Chicago

Loomis, Rosemarie F., Passport Agency, New Orleans

Middleton, Jennifer V., Economic and Business Affairs, Office of International Finance and Development

Sotiropoulos, Maria A., Office of Protocol

Sussman, Jerry, Foreign Affairs Information Manage-

ment Center

Whittington, Regina L., Office of Facilities Management and Administrative Services

GS–11

Dubose, Lynn C., Foreign Affairs Information Management Center

Gross, Ava S., Foreign Affairs Information Management Center

Howell, Melanie Diann, Passport Agency, San Francisco

McCurry, Lizabeth M., Foreign Affairs Information Management Center

Murphy, Deborah D., Office of the Comptroller, Fiscal Operations

Sopko, Catherine J., Bureau of Personnel, Office of Management

GS–12

Anderson, Brenda M., Office of the Under Secretary for Management, Executive Office

Covington, Donald, Office of the Comptroller, Fiscal Operations

Massie, Charles L., Office of the Comptroller, Fiscal Operations

Weaver, Kathleen Susan, Intelligence and Research, Office of Intelligence Liaison

GS–13

Gidez, Frances Z., Bureau of Personnel, Office of Management

Kennedy-Roberts, Colleen K., Office of the Comptroller, Budget and Planning

GS–14

Steinitz, Mark Steven, Intelligence and Research

GS–15

Alvarez, Jose E., Office of the Assistant Legal Adviser, Economic and Business Affairs

Reynolds III, John B., Office of the Assistant Legal Adviser, Nuclear Affairs □

Appointments

Abbott, Denita L., Passport Agency, Los Angeles

Abercrombie, Timothy Allen, Passport Services

Abood, Diane Lynn, Office of Overseas Schools

Ackridge, Tammy, Passport Agency, Philadelphia

Althaus, Vivki H., Bureau of Personnel, Office of Civil Service Career Development and Assignments

Amselem, Carmen M., U.S. Mission to the United Nations

Anderson, Cynthia Yvonne, International Organization Affairs, Office of Administrative Services

Anderson, Kevin T., U.S. Mission to the United Nations

Baer, Diane L., Bureau of Personnel, Office of Management

Barnett, Wanda L., Office of Security

Beaty, Pamela R., Bureau of Personnel, Office of Management

Bennett, Deidra, Passport Agency, Philadelphia

Blake, Kathleen Patricia, European and Canadian Affairs

Bonar Jr., James S., Passport Services

Borum, Henrietta E., Passport Agency, Boston

Bozeman, Pamela D., Passport Agency, Los Angeles

Breckon, Lydia Ann, Office of Security

Britt, Carolyn A., Passport Agency, Philadelphia

Brown, Elizabeth A., Bureau of Personnel, Office of Civil Service Career Development and Assignments

Bruce, Alison E., Seoul

Campbell, Kelvin J., Passport Agency, Washington

Capps, Randolph C., Inter-American Affairs

Carmona, Francisco J., Passport Agency, Washington

Carroll, Geraldine H., Bureau of Personnel, Office of Recruitment, Examination and Employment

Carroll, Margaret M., Bureau of Personnel, Office of Management

Chatham, Rita Mae, Bureau of Human Rights and Humanitarian Affairs

Church, Stephanie B., Near Eastern and South Asian Affairs

Clark, Anthony, Passport Agency, Los Angeles

Clemmons, Richard C., Office of Security

Clunan, John S., Executive Secretariat

Coates, Cheryl J., East Asian and Pacific Affairs

Coates, Leon D., Office of the Comptroller, Fiscal Operations

Coburn, Ian Robert, Foreign Affairs Information Management Center

Coburn, Sarah Elizabeth, Office of Supply, Transportation and Procurement

Coleman, Alisa, Office of Security

Connelly, Regina Y., Passport Agency, Washington

Connolly, Catherine A., Economic and Business Affairs

Cooke, Delbrah G., Near Eastern and South Asian Affairs, Arabian Peninsula Affairs

Cooper, Calathia L., Passport Agency, Philadelphia

Cooper, Donna T., Passport Agency, Philadelphia

Cooper, Edwin M., Passport Services

Costolanski, Anne S., Bureau of Personnel, Office of Management

Crippen, Angela, Passport Agency, Philadelphia

Cummings, Charlotte, Passport Agency, Los Angeles

Cummings, Lucy M., Diplomatic Pouch and Courier Services

Currey, Lori A., Passport Agency, Seattle

Davis, Katrina L., Politico-Military Affairs

Davis, Monica A., Bureau of Diplomatic Security

Davis, Rosalind, Pre-Assignment Center

Day, Nancy K., Family Liaison Office

Deily, Barbara Ellen, Bureau of Consular Affairs

Dermody, Laura, Passport Services

Dickman, Francois M., Classification/Declassification Center

Doherty, Therese C., Passport Agency, Washington

Donovan, William W., Office of Information Systems Security

Drew, Kena D., Passport Agency, Washington

Dyess, Chandler J., Executive Secretariat

Edwards, Anna M., Passport Agency, Seattle

Eide, Lorraine, African Affairs

Fauz, Adrienne, Information Systems Office, Systems Design and Programming Division

Ferguson, Paul F., Executive Secretariat

Fingar, Charles Thomas, Intelligence and Research, Office of Analysis for East Asia and Pacific

Fitzpatrick, Michael J., Inter-American Affairs, Office of Policy Planning and Coordination

Flanagan, Doris, Passport Agency, Philadelphia

Forcier, Annette Denise, Near Eastern and South Asian Affairs

Frederick, Pamela M., International Boundary Commission United States and Canada

Friedt, Heidi K., Office of the Under Secretary for Management, Executive Office

Galutia, Irving D., Economic and Business Affairs

Gershenson, Cecilia Anne, Executive Secretariat

Gikakis, Nicolas, Office of Foreign Buildings

Gillespie, Patricia C., Foreign Service Institute

Gilliam, Cynthia F., Passport Services

Ginn, Jill, Passport Agency, Los Angeles

Glass, Karin M., Visa Services

Grant, Jay Rodney, Bureau of

Personnel, Office of Management
Graves, Doris, Passport Agency, Philadelphia
Green, Susan V., African Affairs
Greenberg, Michelle L., Classification/Declassification Center
Greenhouse, Gail M., Passport Agency, New Orleans
Gregorio, Robert Paul, Bureau of Public Affairs
Hammond, Holly, Classification/Declassification Center
Hardy, Veronica Jean, Inter-American Affairs
Harris, Donald Lee, Politico-Military Affairs
Hartland, Heather Anne, Office of Communications
Harvey, Tiffany A., Executive Secretariat
Hastings, Barbara, Passport Services
Hausmann, Marisa Danielle, Near Eastern and South Asian Affairs
Heffren, John Bernard, Foreign Affairs Information Management Center
Hicks, Joel Thomas, Passport Services
Hickson, Alvin, Foreign Affairs Information Management Center
Hill, Sarita Diana, Office of Communications
Hinojosa Jr., Adolfo, Passport Agency, Seattle
Holland, Dwayne A., Passport Agency, Washington
Horton, Stacy, Passport Agency, Los Angeles
Huckaby, Renard L., Economic and Business Affairs, Office of International Finance and Development
Jackson Jr., Roscoe, Pre-Assignment Center
Jacobs, Mary E., Passport Agency, Washington
Jay, Anthony J., Inter-American Affairs
Jeffries, Angela Loretta, Office of Foreign Missions
Jenkins, Belinda, Passport Agency, Philadelphia
Johnson, Delphine, Executive Secretariat
Johnson, Fran E., Diplomatic Pouch and Courier Services
Johnson, Kris Marie, Legislative and Intergovernmental Affairs
Johnson, Kristen A., Politico-Military Affairs
Johnson, Lisa K., Bureau of Personnel, Office of Management
Johnson, Mark D., Passport Agency, Washington
Johnson, Pamela D., Passport Agency, Los Angeles
Jones, Kimberly Dee, Bureau of Personnel, Office of Management
Jones, Marguerite E., Passport Agency, Boston
Kalodimos, Magdeline G., African Affairs
Khalilzad, Zalmay M., Office of the Secretary, Policy Planning Staff
King, Lorraine, Passport Agency, Los Angeles
Kremonas, Barbara S., Office of Security
Krumenacker, Marcella L., Bureau of Personnel, Office of Management
Kushner, Panayota A., Office of the Comptroller, Financial Operations
Lenehan, Katherine Ann, Oceans and International Environmental and Scientific Affairs
Lindsay, Jacqueline A., Office of the Legal Adviser
Lopez, Helena L., Jerusalem
Lubkeman, Brian Jeffrey, Office of Medical Services
Lum, Aurora L., Passport Agency, Los Angeles
Lundy, Charles A., Executive Secretariat
Lutkoski, Margaret G., Foreign Service Institute
Machak, Michele Ann, Oceans and International Environmental and Scientific Affairs
Mason, Elester D., Passport Agency, Los Angeles
McCanlies, Wanda F., East Asian and Pacific Affairs
McDaniel, Angela L., Bureau of Personnel, Office of Management
McGee, Karen L., Passport Agency, Los Angeles
McGlathery, Michelle Marie, Office of the Under Secretary for Management, Executive Office
McMahon, Brian James, Passport Services
McManus, John F., Bureau of Personnel, Office of Management
McMiller, Harold W., Passport Agency, Los Angeles
Messer, Lynette A., Pre-Assignment Center
Mills, Hylana A., Passport Agency, Los Angeles
Mitchell, Jannese V., Passport Agency, Washington
Moore II, Orlando, Office of Security
Morgan, Sabrina, London
Morrow, Christina N., Bureau of Human Rights and Humanitarian Affairs
Murphy, Teresa Marie, Office of Security
Murray, Tery R., Passport Agency, Seattle
Nichols, Rosemary R., Passport Agency, Seattle
Obester, Patricia Ann, Bureau of Personnel, Office of Management
Ontko, Ronald Steve, Office of Foreign Buildings
Papiz, Andrew J., Office of Security
Paul, Linda A., Economic and Business Affairs, Planning and Economic Analysis Staff
Pilon, Roger, Bureau of Human Rights and Humanitarian Affairs
Pizarro, Bobby, Diplomatic Pouch and Courier Services
Plummer, Gary L., Office of Supply, Transportation and Procurement
Poland, Diane, Passport Agency, Philadelphia
Pridgen, Marguerite Elena, Office of Supply, Transportation and Procurement
Procopis, Elizabeth, Foreign Service Institute
Pugh, Valerie, Passport Services
Quan, Ginger D., Passport Agency, Seattle
Quintana, Nina, Passport Services
Ransom, Grace Elizabeth, Refugee Programs
Rappaport, Michele A., Foreign Service Institute
Reddick, Sherri L., Foreign Service Institute
Regelman, Robert P., Office of Foreign Service National Personnel
Reinburg, Mary Katherine, Office of Overseas Citizens Services
Riggs, Yasuko S., East Asian and Pacific Affairs, Office for Economic Policy
Robinson, Wayne Patrick, Visa Services, Office of Public and Diplomatic Liaison
Rocheford-Tollefson, Mary, Passport Agency, Seattle
Rodriguez, Elisabeth T., Passport Agency, Seattle
Rogers, Adele L., U.S. Mission to the United Nations
Rollins, Robert S., Foreign Affairs Information Management Center
Ross, Vernon D., Passport Agency, Los Angeles
Rowan, Thomas P., Foreign Affairs Information Management Center
Sauls, Carlton R., Oceans and International Environmental and Scientific Affairs
Scheyvaerts, Francine, African Affairs
Schloss, Barbara A., Passport Agency, Seattle
Schmidt, Marlene E., Office of Supply, Transportation and Procurement
Scott, Wilma L., Passport Agency, Philadelphia
Seligmann, Albert L., Classification/Declassification Center
Semakis, Florence M., Foreign Affairs Information Management Center
Sheeran, Robert T., Passport Agency, Washington
Silva, Janet Ann, Bureau of Administration, Personnel Management Division
Simmons, Henrietta, Passport Agency, Los Angeles
Simpson, Karl Anthony, Foreign Affairs Information

Management Center

Siow, Aloysius, Economic and Business Affairs, Planning and Economic Analysis Staff

Smiler, Cheryl, Intelligence and Research

Smith, Donna Marie, East Asian and Pacific Affairs

Sowle, Paula Marie, Foreign Service Institute

Spencer, Sylvia L., Office of Supply, Transportation and Procurement

Spicer, Ross P., Office of Supply, Transportation and Procurement

St. Clair, Amy R., Bureau of Administration, Personnel Management Division

Stewart, Michele D., Passport Agency, Los Angeles

Stroik, John S., Office of Foreign Buildings

Sweeney, Mary F., Politico-Military Affairs

Sydnor, Lanelle D., Classification/Declassification Center

Tait, Patience B., Passport Agency, Washington

Taylor, Lorri Ann, Bureau of Personnel, Office of Management

Thibault, Suzanne E., Office of the Comptroller, Fiscal Operations

Thomas, Eugenia D., Passport Agency, Los Angeles

Thompson, Becky J., Passport Agency, Seattle

Thompson, Raceta M., Passport Services

Thomson, Ruth Gordon, Foreign Affairs Information Management Center

Tipton, Alzada J., Passport Services

Tolson, Kristin Anne, Office of Facilities Management and Administrative Services

Turner, Bonita M., Office of Security

Ulrich, Lisa F., Passport Agency, Seattle

Van Heuven, Anne Marie, Executive Secretariat

Verrier, Jacqueline, Office of Overseas Schools

Verrier, Michele, Passport Services

Verschuur, Jan B., Classification/Declassification Center

Vinal, Kelly A., Karachi

Wallace, Regina Marie, Near Eastern and South Asian Affairs

Warnecki, Mark C., Bureau of Personnel, Office of Management

Warner, Stephen Michael, East Asian and Pacific Affairs

Weist, Elizabeth Luisa, Office of Supply, Transportation and Procurement

Wells, Victoria D., Passport Agency, Seattle

Wenzel, Robert H., Classification/Declassification Center

Whitfield, Carolyn D., Passport Agency, Philadelphia

Wilkerson, Mary D., Office of the Comptroller, Budget and Planning

Williams, Barbara J., Passport Agency, Philadelphia

Williams, Tracy L., Passport Agency, Seattle

Winder, Sarah M., Office of the Deputy Assistant Secretary for Operations

Wood, William B., Intelligence and Research

Woodhouse, Michael E., Passport Agency, Seattle

Woodward, Elizabeth H., East Asian and Pacific Affairs

Woodward, Susan Whitmore, Visa Services

Yang, David William, Bureau of Personnel

Yano, Barbara Jean, Office of Supply, Transportation and Procurement

Young, Susan Theresa, Office of Communications □

Reassignments

Austin, Marguerite, Refugee Programs to Foreign Affairs Information Management Center

Boykin, Joanne D., Office of the Under Secretary for Management, Executive Office to Bureau of Human Rights and Humanitarian Affairs

Dodds, Carol Anne, Economic and Business Affairs, Office of Energy Consumer-Country Affairs to Office of Security

Dyer, Ellen D., Bureau of Human Rights and Humanitarian Affairs to Office of the Under Secretary for Management

Elliott, Elizabeth J., Bureau of Administration, Administrative Services Division to Office of Supply, Transportation and Procurement

Harrison, Pamela A., Pre-Assignment Center to Economic and Business Affairs, Planning and Economic Analysis Staff

Hertzberg, David Arnold, Intelligence and Research, Office of Analysis for the Soviet Union and Eastern Europe to Office of Management Operations

Howard, Jo Ann L., Passport Services to Inter-American Affairs, Office of Southern Cone Affairs

Kluth, Ruthann, Office of the Under Secretary for Management, Executive Office to Office of the Comptroller, Budget and Planning

Martin, Yolonda R., Office of the Under Secretary for Management, Executive Office to Office of the Curator, Diplomatic Reception Rooms

Penny, Sandra M., Bureau of Consular Affairs to Office of the Comptroller, Budget and Planning

Pipan, Joseph George, Office of the Comptroller, Accounting to Office of the Comptroller, Budget and Planning

Randolph, Jo Ann, Economic and Business Affairs to Bureau of Personnel, Office of Management

Reis, Carolyn W., Information Systems Office, Systems Design and Programming Division to European and Canadian Affairs

Rush, Pamela S., Pre-Assignment Center to Visa Services, Office of Public and Diplomatic Liaison

Stanley, Cathy J., Politico-Military Affairs to European and Canadian Affairs

Willis, Rosalind Denise, Bureau of Personnel to Office of the Inspector General □

Resignations

Antle, June Frances, Passport Agency, Boston

Bedoya, Acela Rosa, Foreign Affairs Information Management Center

Blair, Lorna A., Passport Agency, Los Angeles

Bonar Jr., James S., Passport Services

Braden, Eugene Roger, Office of the Inspector General

Bryfogle, Karen Lani, Bureau of Public Affairs, Office of the Historian

Burlin, Ann N., Information Systems Office, Systems Design and Programming Division

Carrabba, James, U.S. Mission to the United Nations

Cassels, Georgene S., Foreign Affairs Information Management Center

Chernick, Alan J., Passport Services

Childs, Cynthia Louise, Passport Agency, Philadelphia

Clark, Glenn W., International Organization Affairs

Clark, Greta Dianna, Passport Services

Eide, Lorraine, African Affairs

Eilenberg, Eleanor F., Office of Management Operations

Feldman, Mary-Ann C., Passport Agency, Philadelphia

Fleming, Mitchell D., Bureau of Consular Affairs

Frederick, Pamela Marsha, Office of the Inspector General

Green, Donna L., Diplomatic Pouch and Courier Services

Harvin, Levern, Passport Services

Hill, Melanie Ann, Passport Agency, Houston

Hilliard, Mary E., Econsomic and Business Affairs, Office of Aviation

Hines, Jacqueline Elaine, Passport Agency, Washington
Hopkins, Kim, Passport Agency, Chicago
Jackson, Evelyn C., Office of Communications, Communications Center Division
Jain, Daya P., Office of Communications
Jefferson, Donna R., Passport Services
Johnson, Michael L., Executive Secretariat
Jones, Brenda Fay, Politico-Military Affairs
Jones, Linda Diane, Passport Agency, Washington
Kunkel, Frank L., Passport Agency, New York
Lauderdale, Regina Ann, Foreign Affairs Information Management Center
Laws, Angela Rene, Passport Agency, San Francisco
Leach, Rhonda M., Visa Services
Lee, Darlene C., Office of Communications, Foreign Operations
Lochner, John V., Office of Overseas Citizens Services
Marshall, Jill Anne, Visa Services, Office of Public and Diplomatic Liaison
McMahon, Brian James, Passport Services
Minard, Darryl L., Passport Agency, Washington
Mitchell, Regina Lee, Passport Services
Morgan, Sabrina, London
Murphy, Teresa Marie, Office of Security
Myers, Rhonda Jeannetta, Bureau of Consular Affairs
Peabody, Deborah Anne, International Organization Affairs, Office of Administrative Services
Peyton, Angela Denise, Visa Services, Office of Public and Diplomatic Liaison
Pines, Penny Denise, Passport Agency, Seattle
Polt, Hallie L., Bonn
Poole, Ernest L., Foreign Affairs Information Management Center
Pugh, Valerie, Passport Services
Rivera, Dely N., Canberra
Robinson, Wayne Patrick, Visa Services, Office of Public and Diplomatic Liaison
Rollins, Antoinette L., Pre-Assignment Center
Schmitt, Regina E., European and Canadian Affairs, Office of Security and Political Affairs
Schneider, Glenn C., Diplomatic Pouch and Courier Services
Seratte, Kathlene Ann, Office of Supply, Transportation and Procurement
Simpson, Karl Anthony, Foreign Affairs Information Management Center
Smith, Lisa Renee, Passport Agency, Houston
Soriano, Alfredo R., Office of Communications
Stokes, Jeanne J., Passport Agency, Miami
Temple, Amy S., Passport Agency, Philadelphia
Thomas, Sharon D., Passport Services
Thompson, Katrina D., Passport Agency, San Francisco
Tobin, Tammy Anne, Passport Agency, Boston
Ullrich, Rose Anna, Visa Services, Office of Public and Diplomatic Liaison
Valera, Rita Maria, Passport Agency, Miami
Verrier, Michele, Passport Services
Vitullo, Peggy J., Passport Agency, Seattle
Ward, Denise Ann, Passport Agency, Houston
Washington, Alfreda, Passport Agency, San Francisco
Welsh, Martine M., European and Canadian Affairs, Office of Security and Political Affairs
Willis, Franklin K., Economic and Business Affairs, Office of Transportation and Telecommunications Affairs
Woodward, Susan W., Visa Services
Worthy, Kim Dolores, Passport Agency, New York □

Retirements

Ash, Carl C., U.S. Mission to the United Nations
Bacak, Walter W., Office of Security
Clark, Jacqueline L., Office of Communications
Costolanski, Paul J., Intelligence and Research, Office of Analysis for the Soviet Union and Eastern Europe
Crupiti, Prasert, Foreign Service Institute
Deary, William P., Intelligence and Research, Office of Intelligence Resources
Dzugan, Helen, Passport Services
Fitzgerald, Joseph W., U.S. Mission to the United Nations
Frank, Margie A., Bureau of Personnel, Office of Foreign Service Career Development and Assignments
Frederick, Daisy B., Office of Communications
Hall, Evelyn V., Intelligence and Research, Office of Analysis for Africa
Hess, Anne M., International Narcotics Matters
Jones, Charlotte P., Bureau of International Communications and Information Policy
Jones, Mary Rita, International Organization Affairs, Office of Administrative Services
Lindberg, Agnes A., Office of Communications, Communications Center Division
Malmborg Jr., Knute E., Office of the Assistant Legal Adviser, Management
Maniatis, Denise C., Passport Services
Maxwell, Bernard J., International Organization Affairs, Office of Administrative Services
McClaude, Francis R., Office of Communications, Communications Center Division
Mingalone Jr., Joseph C., U.S. Mission to the United Nations
Moran, William H., Office of Supply, Transportation and Procurement
Pickens, Martha M., Passport Agency, Los Angeles
Shishkin, Hildegard B., International Organization Affairs, Office of International Conferences
Simms, Edward T., Bureau of Personnel, Office of Recruitment, Examination and Employment
Slaughter, Harold J., Foreign Affairs Information Management Center
Spencer, Rosemary E., U.S. Mission to the United Nations
Stigers, Donald W., Intelligence and Research
Walker, Elsie D., Bureau of Consular Affairs
Walsh, Leonora L., Passport Services
Watson, Doris E., Politico-Military Affairs ■

Personnel: Foreign Service

Appointments

Acker, Stephen A., Training Complement
Antweiler, Phillip Lee, Training Complement
Baden, Barbara J., Oceans and International Environmental and Scientific Affairs, Office of Fisheries Affairs
Bailey, Ivonne G., San Salvador
Belknap, Pamela E., Athens
Bigelow, James Philip, Adana
Bimmer, Jeffrey R., Office of Communications, Maintenance and Logistics Division
Boggs, Lorraine, Hong Kong
Bothwell, Mary Louise, Mogadishu
Boyce, Matthew G., Training Complement
Bradshaw, John Christopher, Training Complement
Browne, Silvia S., Montevideo
Carper, Colleen Marie, Dakar
Castro, Benjamin H., Training Complement
Cleveland, George G., Rome
Cole, Marcia Elizabeth, Training Complement
Collins, Jeanine M., Training Complement
Cowher, Linda M., Training Complement
Cox, Tracey Lyn, Singapore
Daniel, Mary M., Caracas
Darling, Elizabeth M., Jakarta
Davey, Richard A., Buenos Aires
Delay-Hull, Sharon A., Harare
Douglas, Richard James, Training Complement
Draper, Mary Dale, Training Complement
Drury, Debra L., Brussels
Dunn, Stephen Douglas, Training Complement
Ellsworth, Matt Allen, Training Complement
Engle, Thomas Scott, Training Complement
Feltman, Jeffrey David, Training Complement
Ferguson-Augustus, Rhonda, *Training Complement*
Fisher, June J., Brasilia
Foster, Emily L., Khartoum
Foulds, Gale M., Tunis
Freeman, Patrick Joseph, Training Complement
Gillin Jr., Henry C., Seoul
Gilmer, Paul Gregory, Training Complement
Gonzalez, Francisco J., Training Complement
Greene, Gerald T., San Jose
Greene, Michael Joseph, Guayaquil
Guidice, Grace, Bamako
Hagarty, Julie Jeanne, Training Complement
Harrison, Kathryn A., Training Complement
Harry, Jane, Conakry
Hatcher, Stuart M., Training Complement
Haycock, Carol J., Colombo
Hernandez, A. Daniel, Barcelona
Hilly, Elizabeth E., Ottawa
Himes, Thomas E., Bureau of Diplomatic Security
Holzhall, Elizabeth Mary, Training Complement
Hubbard, Yvonne, Freetown
Iqbal, Wajat, Training Complement
Johnson Jr., John K., Training Complement
Johnson, Lysbeth Elaine, Training Complement
Jones, Joel B., Bureau of Diplomatic Security
Keene, Garrett M., Jerusalem
Kennedy, Arthur K., Djibouti
Kummant, Ingeborg A., Training Complement
Larsen, Dan Jonathan, Training Complement
Lee, Harvey Samuel, Training Complement
Lefkowitz, Cynthia R., Canberra
Linchangco, Artemio L., Dhaka
Link, Judith Ann, Office of Communications, Maintenance and Logistics Division
Lister, John Louis, Training Complement
Litschauer, Virginia L., Yaounde
Luster, Robin M., Ottawa
Lyons, Mary Ann, Lusaka
Maher, Peter Francis, Training Complement
Mandel, Jill Jackson, Muscat
Marshall, Elisabeth E., Brazzaville
Mathews, Andrea S., Training Complement
Mayfield, Mark Steven, Training Complement
McCall, S. Cameron, Stockholm
Merikoski, Mary Ann, Reykjavik
Miller, Dan M., Training Complement
Miller, Donald M., Training Complement
Millspaugh, Pat A., Montevideo
Moskow, Kenneth A., Training Complement
Musser, Rin Mark, Jeddah
Nathanson, Busara, Panama
Nelson, Judith C., Mogadishu
Oltyan, Andrew Walter, Training Complement
Pfeifer, Leslie Anne, Brasilia
Recht, Linda Susan, Training Complement
Richard, Christopher J., Training Complement
Rickert, Gerd G., Sofia
Rodriguez, Vera G., Frankfurt
Rondon, Fernando Mark, Training Complement
Salleh, Jamari, Bureau of Personnel
Salmon, Stephanie A., Mexico
Schiveley, Lynn Roger, Inter-American Affairs
Shelton, Elizabeth T., Training Complement
Spishakoff, Carmen, Monterrey
Spruill, Edith Arlene, Training Complement
Steele, Earl James, Training Complement
Summers III, Hollis S., Training Complement
Sweatt, Mona P., Tegucigalpa
Symington IV, W. Stuart, Training Complement
Tinsley, Peter Geoffrey, Training Complement
Tracy, Frank X., Training Complement
Von Eckartsberg, Eric R., Training Complement
Walker, Linda Lea, Kinshasa
Walser, Pearlenna R., Wellington
Wendeborn, Rona L., Caracas
Widenhouse, Scott M., Frankfurt
Wilkey, Malcolm Richard, Montevideo
Yang, Donald Jay, Office of Security □

Transfers

Ahern, Brian James, Burma to Bureau of Personnel
Appleton, Richard H., Mexico to Prague
Barrera-Cordova, Alba, Bolivia to Office of Communications
Bell Jr., James P., Inter-American Affairs to Port-of-Spain
Bellamy, Conrad L., India to Kingston
Benson, James Howard, Panama to Politico-Military Affairs
Benton, John Michael, Burkina Faso to Bonn
Birdsong, Leonard Everett, Training Complement to Hamburg
Bischoff, William E., Office of Communications to Vienna
Blaney III, Harry C., Refugee Programs to Foreign Service Institute
Boone, Hazel Robinson, Refugee Programs to Bureau of Personnel, Office of Recruitment, Examination and Employment
Boorstein, Michael A., Inter-American Affairs to Foreign Service, Language Training
Brown, Clyde A., Brazil to Office of Communications
Cairo, Frank D., Office of Security to Bureau of Diplomatic Security
Calhoun, Thomas F., Bureau of Personnel to Office of the Coordinator for Public Diplomacy for Latin America and the Caribbean
Callahan, Priscilla G., Neitherlands to European and Canadian Affairs
Campbell, Robert C., Economic and Business Affairs, Office of East-West Trade to Bureau of Personnel
Caro, Valerio T., Somalia to Office of Security

Cole, Juanita, L., Switzerland to Madras

Colings, Helen M., Jamaica to Bureau of Personnel, Office of Foreign Service Career Development and Assignments

Colvin, Margaret E., Germany to Foreign Service Institute

Davis, Jo Ann, Italy to Monrovia

Delly, Daniel Purnell, El Salvador to Edinburgh

Dillard Jr., Leonard Andrew, Office of Security to Bureau of Personnel, Office of Foreign Service Career Development and Assignments

Drotos, John Joseph, Lebanon to Office of Security

Duray, Louis J., United Kingdom to London

Dziatkiewicz, Elizabeth A., Benin to African Affairs

Ferrer Jr., James, Inter-American Affairs, Office of Brazilian Affairs to U.S. Mission to the United Nations

Fishbein, Jonathan L., Saudi Arabia to Amman

Gallagher, Harold Daniel, Office of Security to Bureau of Diplomatic Security

Galovich Jr., Theodore G., Madagascar to African Affairs

Galovich, Joyce M., Madagascar to African Affairs

Gaskill, William G., Office of Security to Lome

Goold, Robert P., Beirut to Near Eastern and South Asian Affairs

Greene, Earle S., Romania to Jerusalem

Greenfield, Beverly Fay, Cameroon to Rabat

Hablas, John P., Office of Communications to Bangkok

Hall, Norman C., Berlin to European and Canadian Affairs

Hallen, Rodger B., Philippines to Office of Communications

Hansen, Linda V., Hungary to U.S. Mission Geneva

Harrington, Noel Ann, China to Istanbul

Hartley, Douglas G., Inter-American Affairs, U.S. Representative to the Organization of American States to Bureau of Personnel, Office of Recruitment, Examination and Employment

Jacobs, Susan S., Bureau of Consular Affairs to New Delhi

Johnson, Daniel A., Foreign Service Institute, University Training to Bureau of Administration

Kambara, Ann, Japan to Economic and Business Affairs, Office of Energy Consumer-Country Affairs

Kaminski, George Francis, Somalia to Dar-es-Salaam

Klotzbach, Lester W., Jamaica to St. Georges

Kompa, Marianne, Ecuador to European and Canadian Affairs

Lange, John E., France to Inter-American Affairs

Lauer, Anne E., Zimbabwe to African Affairs

Lineberry, Laura E., Office of Southern African Affairs to Bureau of Personnel, Office of Position and Pay Management

Lueders, Gerald Richard, Italy to Trieste

Martin, Donna Ruth, Inter-American Affairs to Kuala Lumpur

McAninch, Vernon D., Philippines to Bureau of Personnel

McAuley Jr., William, Office of Communications to Guangzhou

McCabe, Michael V., United Kingdom to New Delhi

Megerian, Lillian, Ivory Coast to Ouagadougou

Mendoza, Nicacio, China to Bissau

Meyers Jr., Frank J., Thailand to Office of Communications, Foreign Operations

Milam, William B., Foreign Service Institute to Economic and Business Affairs, Office of International Finance and Development

Montrowl, Dionis F., Turkey to European and Canadian Affairs

Montrowl, Gary, Turkey to European and Canadian Affairs

Morton, John H., Office of Security to Bureau of Diplomatic Security

Nesbitt, Wanda L., France to Inter-American Affairs, Office of Regional Political Programs

Newberg, Steven M., Office of Communications, Foreign Operations to Arms Control and Disarmament Agency/Overseas

Newell, Roberta Lynn, Ethiopia to Melbourne

O'Brien, Margaret Y., Legislative and Intergovernmental Affairs to Bureau of Human Rights and Humanitarian Affairs

Page, Harriett E., Egypt to Bangkok

Palka, Frank J., Costa Rica to Manila

Parish Jr., Charles M., El Salvador to Dhaka

Perry, June Carter, Zambia to Harare

Petersen, Charles N., Melbourne to Office of Communications

Pinson, Anthony D., Training Complement to Paris

Planty, Donald J., European and Canadian Affairs to Madrid

Possanza, Louis M., Office of Security to Tel Aviv

Powell, Bernice Ann, Algeria to Near Eastern and South Asian Affairs

Reich, Thomas G., United Kingdom to Politico-Military Affairs

Roberts, John W., Greece to European and Canadian Affairs

Robinson, Audrey R., African Affairs to Bujumbura

Ruffner, John D., Congo to Office of Communications

Rund, Timothy J., Sudan to Office of Communications

Schiveley, Lynn R., Guatemala to Inter-American Affairs

Sikes, Joseph T., Foreign Service Institute to Office of the Inspector General

Simons, Paul E., Malawi to Treasury Department

Simpson, Daniel H., Iceland to Kinshasa

Smith, Paul L., Intelligence and Research to Office of Foreign Missions

Smith, Sarah A., Canada to Intelligence and Research, Office of Analysis for Africa

Sorensen, John E., Antigua to Inter-American Affairs

Spakauskas, Anthony, Bahamas to Inter-American Affairs

Speck, Janet G., Guyana to Economic and Business Affairs, Planning and Economic Analysis Staff

Steinmetz, John P., European and Canadian Affairs to Inter-American Affairs, Office of Regional Political Programs

Stirling, Gordon John, Foreign Service Institute to U.S. Mission to the United Nations

Straub, Margaret E., Barbados to Inter-American Affairs

Taylor, Lisa N., European and Canadian Affairs to Vientiane

Tompkins, Tain Pendleton, Zimbabwe to London

Tracy, Laurie, Foreign Service Institute to Executive Secretariat, Operations Center

Trend, Timothy J., Morocco to Office of Communications

Van Heuven, Ruth M., Executive Secretariat, Operations Center to Bureau of Consular Affairs, Public Affairs Staff

Van Laanen, Peter G., Office of Security to Bureau of Diplomatic Security

Vanson, Paul B., Panama to Intelligence and Research

Wales, Jackie Cyril, Pakistan to Bonn

Waller, Marie E., Switzerland to European and Canadian Affairs

West, Peter A., Yemen Arab Republic to Dakar

Winter, Dolores I., Bureau of Personnel to Seoul

Witte, Jeanne B., Mexico to Office of Foreign Service National Personnel

Wong, Wayne W., Executive Secretariat to Information

Systems Office
Woodruff, Arthur H., Intelligence and Research, Office of Intelligence Liaison to Bureau of Personnel
Yackley, John R., Soviet Union to Bureau of Personnel, Office of Performance Evaluation
Zuraw, Thomas J., Office of Communications to Nassau □

Resignations

Aranda Jr., Thomas, Montevideo
Browne, H. Monroe, Wellington
Candelaria, Barbara F., Havana
Cecchini, Sandra J., Madrid
Clyne, Sheila M., Bonn
Detrani, Jinnie Chin, Beijing
Dirks, Delphia B., Belgrade
Filbeck, Deloris M., Chiang Mai
Forsberg, Franklin S., Stockholm
Fuller, Kathleen M., Montevideo
Kohlenbush, Patricia S., Lusaka
Korczynski, Rada A., Paris
Laizik, Barbara, Bonn
Maino, Theodore C., Gaborone
Schulte, Teresa Joan, Lagos
Smith, Kathleen J., Helsinki
Stockwell, David Michael, Abu Dhabi
Truong, Marianne P., Ouagadougou □

Retirements

Andre, Richard C., Office of Foreign Buildings
Bagnal, John E., Office of Security
Baldadian, John, Office of Security
Cheevers, Joseph P., Office of the Inspector General
Clemmons, Richard C., Office of Security
Considine, Thelma M., European and Canadian Affairs
Emmons, Charles Edward, Bureau of Administration
Feldman, Harvey J., U.S. Mission to the United Nations
Femminella, Bernard A., Foreign Service Grievance Board
Ferchak, John R., Bureau of Personnel, Office of Employee Relations
Fimbres, Rudy V., Bureau of Personnel, Office of Recruitment, Examination and Employment
Finch, Lawrence E., European and Canadian Affairs
Ford, Janet M., New Delhi
Galutia, Irving D., Economic and Business Affairs
Gardner, Francis V., Office of the Coordinator for Public Diplomacy for Latin America and the Caribbean
Giegling, Gilbert H., African Affairs
Holdridge, John H., Jakarta
Jefferson, Harold B., Rome
Kaklikian, Harry Z., Office of Communications
Kalodimos, Magdeline G., Near Eastern and South Asian Affairs, Israel and Arab-Israeli Affairs
Keck, Mary H., New Delhi
Keller, H. Evelyn, Colombo
Kessler II, Earl A., Bureau of Personnel, Office of Recruitment, Examination and Employment
Kolesnik, James C., Office of Security
Koplin, Donald L., Nassau
Lane, George M., Bonn
Lee, Joseph E., East Asian and Pacific Affairs
Light, Robert Roderic, Bureau of Diplomatic Security
Linville, Maria D., Office of the Deputy Assistant Secretary for Personnel
Lord, Peter P., International Narcotics Matters
Mann, Pauline K., Tokyo
McCanlies, Wanda F., Tokyo
Mills, Hawthorne Q., Amsterdam
Milroy, Amelita B., Dhaka
Parker, Otha L., Bonn
Peleuses, Gus P., Bureau of Personnel, Office of Foreign Service Career Development and Assignments
Perkins Jr., Raymond L., Foreign Service Grievance Board
Placke, James A., Near Eastern and South Asian Affairs
Radicevich, Robert B., Office of Communications, Communications Security Division
Romero, Loretta C., Jakarta
Rorick, Alberta Irene, Antananarivo
Samoska, Pauline S., Rabat
Seligmann, Albert L., Bureau of Personnel
Smith, Howard F., Office of the Comptroller, Budget and Planning
Smith, Verna E., Bureau of Personnel, Office of Foreign Service Career Development and Assignments
Sparks, Joseph C., Office of Communications
Voultsos, Mary, Athens
Yauchuczek, George S., Nassau □

Retirement seminar: March 24-28

A retirement planning seminar will be held March 24-28 in Room 2925, from 8:30 a.m. to 1 p.m. Other sessions are slated for June 23-27, August 25-29, October 27-31 and December 15-19. Topics to be discussed include retirement versus a second career, financial needs, health issues, legal and tax matters, investments, social security, medicare and health insurance, Foreign Service and Civil Service annuities and benefits, and the realities of searching for a job.

Full-time, permanent employees of the Department who are eligible or who are within five years of eligibility for retirement may apply. Retirees may apply up to one year after their retirement date. Spouses may enroll with the employee. For information, write or call S. Donald Youso, Bureau of Personnel, State Annex 20, Washington, D.C. 20520; (202) 673-5526. □

Senior pay board

The Senior Foreign Service pay board for fiscal year 1986 convened on January 21 with Ambassador Robert H. Miller, Abidjan, Ivory Coast, as chairman. Other members are Ambassador Thomas W.M. Smith, Lagos, Nigeria, and retired Ambassador Charles C. Flowerree, from State; Hans N. Tuch, retired career minister, from USIA; and Madge B. Allen, former professor, Norfolk State University, as the public member. ■

Beetle Bailey — **By Mort Walker**

Letters to the Editor

—(Continued from Page 1)

the full manuscript, I can supply a copy. I also would be happy to share with interested readers information gleaned from my Shanghai directories for 1930, 1936, 1939 and 1944, which list names and addresses of residents and businesses. Please note, however, that I am being transferred to Paris in June, so all inquiries should be made to me at that address (American embassy, administrative section, APO N.Y. 09777) or, until May 17, at the address below.

Sincerely,
TESS JOHNSTON
French class,
Foreign Service Institute ☐

Still among us

SAN FRANCISCO, CALIF.

DEAR SIR:

This brief missive is to inform you that reports of my resignation (December issue) are premature. I am currently on a Pearson Program assignment with the World Affairs Council of Northern California.

Sincerely,
MARTIN G. BRENNAN ☐

Reunion for Laos people

PHOENIX, ARIZ.

DEAR SIR:

The American School of Vientiane, Laos, Alumni Association has been gathering names and current addresses for a reunion to be held Memorial Day weekend in Phoenix. If any of your readers are interested in attending or having their names and addresses on file with the association, they should write to P.O. Box 60372, Phoenix, Ariz. 85082.

Sincerely,
SAM BAI DEE ☐

Who'll do the news roundup?

WASHINGTON

DEAR SIR:

Those of us, like me, who are advisers or representatives of the Department—but outside of the Department—look forward very much to the monthly issues of STATE. Your "Bureau Notes" section is particularly interesting. Why not include a section on personnel on detail or assignment? I'm not sure there is any one bureau that could do it, inasmuch as several bureaus, Politico-Military Affairs and Personnel, are involved. But it would be most useful to hear about what's happening to those of our colleagues who are neither in the Department nor in the field.

Sincerely,
EDWARD A. PADELFORD
State Department adviser
Defense Intelligence College ☐

'Rules to live by'

SHANGHAI, CHINA

DEAR SIR:

I'm tired of seeing those silly "Transfer Tremors" in your magazine. All the witty ones were used up in years past. I suggest you begin a new series of contributions from your readership in the form of "Rules to Live By." The rules could be especially useful to officers on their first assignments.

To begin the series, I offer three contributions. Although I have attributed these rules to the people I first heard espouse them, the people cited bear no responsibility.

Rule No. 1: Never give away your last copy.

The Bill Rope Elevator Rule: Never walk up the stairs to the front office—you'll be too winded to make your case.

The Dick Williams Reporting Rule: If you want someone to do something, put it in the title. If you want someone to know something, put it in the summary. The rest is for the scholars and analysts.

I'm sure there are many other important aphorisms just waiting to be discovered. How about it?

Sincerely,
RICHARD BOUCHER
Deputy principal officer ■

Transfer Tremors ..... by ebp

I was transferred to Australia; before leaving I dropped by PER, THanking all for the good posting.

I was transferred to the BAHAMAS; it would have taken aN ASSAUlt team to keep me from going.

I was transferred to COTONOU; I felt it would be good for my record to show that I had BE'N IN Africa. ☐

ISTANBUL, Turkey—Consul general *William E. Rau* presents *Joseph LeBaron*, political officer, a Meritorious Honor Award earned at his previous post, Ankara.

Bureau Notes

The Seventh Floor

Office of the Secretary

On January 12 SECRETARY SHULTZ traveled to New York, to make the opening address to the conference of the international body of professional writers known as PEN. Accompanying the Secretary were MRS. SHULTZ, M. CHARLES HILL, executive assistant to the Secretary; PATRICK F. KENNEDY, executive director, Executive Secretariat; and the assistant secretary for public affairs, BERNARD KALB ... Employees departing the Executive Secretariat included LINDA SWEIKHART, who resigned to enter private industry (she will be replaced by DEBBIE GODFREY, Bureau of Near Eastern and South Asian Affairs), and NAIM AHMED, who departed for Arabic language training (he will be replaced by KATHLEEN FITZPATRICK, Operations Center) ... The secretariat welcomed LISA PARISEK as a new member of the executive director's staff; and NATHANIEL McCOY and MICHAEL SIFTER as new member of the Operations Center staff. □

Office of the Deputy Secretary

From January 15–24, Deputy Secretary JOHN C. WHITEHEAD traveled to Ottawa, London, Rome, Ankara, Athens, Bonn, Paris, Brussels and The Hague, to discuss with U.S. allies possible sanctions against Libya. He was accompanied by the acting ambassador-at-large for counter-terrorism, ROBERT OAKLEY; WESLEY EGAN, executive assistant to the deputy secretary; WILLIAM BURNS, special assistant; RITA JOHNSON, staff assistant; and EVA HENDERSON, secretary. Also accompanying the deputy secretary was ROBERT KIMMITT, U.S. Treasury general counsel.

From February 4–7, Mr. Whitehead visited Bonn and Brussels, to meet with key officials and to deliver the keynote address to the NATO four-mission conference on high technology, security and economic growth. The deputy secretary was accompanied by his adviser for strategic policy, JIM TIMBIE, and personal assistant CRISTY VALENTINE. □

Office of the Under Secretary for Political Affairs

Under Secretary MICHAEL H. ARMACOST traveled to Carleton College, Northfield, Minn., January 24, to deliver a convocation address on U.S. policy in southern Africa, including the question of disinvestment ... On February 3 he participated in a panel discussion on the Philippines, in Washington, at the Woodrow Wilson Center. □

Office of Protocol

Protocol chief SELWA ROOSEVELT escorted the president of Ecuador and his wife during their state visit to Washington and Los Angeles. SAMUEL CASTLEMAN was the officer-in-charge. Assisting were PATRICK DALY, JAMES MANNING, MARY MASSERINI, CAROL SOMERVILLE, ALEXANDRA MILLER and JAMES PAYNE. ... Private visits to Washington were made by the President-elect of Honduras, the vice president of Pakistan, the prime minister of Jamaica, and the foreign ministers of Japan and Nigeria. Coordinating these visits were assistant chief CATHERINE MURDOCK, LINDA MYSLIWY and REBECCA BOYD ... PAMELA GARDNER and APRIL GUICE coordinated arrangements for the luncheon hosted by SECRETARY SHULTZ and MRS. SHULTZ honoring the president of Ecuador and his wife. Assisting were GEORGIA BOOTH, MICHELE ROSSI, CATHERINE GERARDI, Mr. Daly, SHIRLEY STEWART, KIM MIDDLETON, RANDY BUMGARDNER, MARY MORRIS, ELIZABETH EELLS, SHARON ALLEN, CHENOBIA CALHOUN and CHRISTINE McBRIDE ... The dinner hosted by the Secretary in honor of the foreign minister of Japan was coordinated by Ms. Gardner and Ms. Rossi.

TIMOTHY TOWELL was the presiding officer at the swearing-in of JOHN UPSTON as ambassador to Rwanda, and ROCKWELL SCHNABEL as ambassador to Finland ... On January 7 the General Services Administration Administrator, TERRY GOLDEN, led an inspection of progress on the renovation of Blair House. The Office of Protocol was represented by DOUGLAS HARWOOD and Blair House manager CAROL SOMERVILLE ... JAYN MONTIETH has joined the Protocol ceremonials section. □

Administration

Office of Communications

The office has instituted a monthly forum for its deputy assistant secretary, ROBERT RIBERA, and has invited speakers to address managerial and supervisory personnel on topics related to their jobs. The meetings are open to all communications personnel, and questions from the audience are encouraged. Speaker for the first meeting was THOMAS J. RAMSEY, formerly director for interagency affairs and now acting deputy coordinator and deputy director of the Bureau of International Communications and Information Policy ... Mr. Ribera attended the Armed Forces Communications Electronics Association conference and exposition in Anaheim, Calif., in January, to hear presentations from industry and Government, and to view the latest telecommunications systems available for Government use. In addition, he visited the Xerox Corp., in Pasadena, to discuss matters relating to the installation of automated reproduction and collating systems at two test sites overseas. He visited the

OFFICE OF COMMUNICATIONS—Participants at a regional conference in the Department, from left, first row: *Philip Blanchard, Kenneth French, Robert C. Ribera, Joseph Hazewski, Arthur Freeman, Ernest Hohman.* Second row: *Robert Scheller, Kenneth Loff, Donald Lachman, Kenneth Kidwell.* Third row: *Robert Richardson, Joseph Acquavella, Charles Scott, Wayne Hanks, Frank Nesci.*

Simpact Corp., to review progress on computer software enhancements for the terminal equipment replacement program and the classified information handling systems.

At the invitation of the Armed Forces Communications Electronics Association, Rome/Utica/Syracuse chapter, Mr. Ribera addressed its members on the Office of Communications' diplomatic telecommunications activities and plans. He took the opportunity, while in Rome, N.Y., to visit Griffis Air Force Base, particularly the Rome Air Development Center, where he was provided a briefing on new technologies of interest to the Department—i.e., artificial intelligence and fiber optic transmission systems.

Calgary, Canada, has been selected as a pilot test post for the introduction of the Office of Communications' new intelligent message handler system, to be installed in February. The system will allow Calgary to have direct secure online access to the Department's automated terminal station, to send and receive all classifications of record traffic without the services of a professional communicator. Training of post personnel in its utilization will be conducted on-site. Upon successful completion of the testing, the system will become the standard for selected posts that do not have a rapid, secure record communications capability.

JOSEPH CHADDIC, on assignment to the National Communications System, has been appointed chairman of NATO's Civil Communications Planning Committee. This committee has been instrumental in securing recognition for facilities carrying diplomatic telecommunications.

The Office of Inter-Agency Affairs is now responsible for high-frequency radio and satellite communications reciprocity arrangements with foreign governments. Radio reciprocity issues should now be directed to this office.

The following have assumed new duties in the Foreign Operations Division: EDWARD B. WILSON, operations officer for European and Canadian affairs, has replaced STEPHEN R. SPRINGER, who has transferred to the networks branch. The following were here on consultation recently: RUSSELL LeCLAIR, New Delhi; JACKIE C. WALES, Bonn; and RONALD JAWORSKI. Completing courses in the Training Division were Mr. LeClair; BRADFORD HAM, Santiago; DANIEL ULLRICH, Moscow; TANGIE ELLIS; and SCOTT HECKMAN, Ciudad Juarez. □

Foreign Buildings Office

HERBERT SCHULZ, former administrative officer, Mexico City, has joined the office as director for management and operations. In addition to having direction over day-to-day administrative activities, he will have charge over all leasing and rental accounts managed by the Operations Division and the interior design and furnishings, fire and life safety and maintenance units and the art-in-embassies program ... His counterpart is ROBERT BLACKBURN, who acts as the director for capital programs (new building construction). Prior to joining the Department's Office of the Inspector General in 1979, Mr. Schulz worked for the General Accounting Office's International Division. In 1982 he became budget and management officer in Bogota, Colombia. One of his priorities will be to head up a Department initiative to coordinate the implementation of all major post improvement projects, such as building additions, physical security and communications projects, and electrical upgrades.

Under Secretary RONALD SPIERS has approved the creation of a coordinating committee composed of certain offices at State and other agencies and State's regional bureaus, on construction projects at overseas posts. The committee is chaired by Mr. Schulz. It reviews projects by post and makes decisions on how best to integrate multiple project schedules, contracts and construction management schedules. The committee will be supported by a project coordination unit, which will develop computer-based program control schedules for integration of all major projects at given posts. Since his arrival on December 16, Mr. Schulz has met extensively with Department officials to discuss existing project commitments, examine priorities and coordination issues, and to develop a comprehensive data base of projects under consideration by the various offices active in carrying out post projects.

The new U.S. embassy office building in Riyadh, Saudi Arabia, has been completed more than three and one-half months ahead of the original contract completion schedule of May 18, and substantially under budget. Furnishings are being moved in. The building is expected to be ready for occupancy in a couple of months.

The office is continuing to prepare for implementation of a security construction program beginning this summer. Sixty firms have been prequalified as possible program managers for the first set of projects. The office expects to invite bids for program management services in March, and to select one of the firms responding by August. Other program managers will be selected for later projects. □

Office of Language Services

On January 3 THEODORE E. HERRERA retired after 40 years of service with the Government. Most of that time, he worked in Language Services as an interpreter and translator for Spanish, specializing in legal and trade terminology.

Staff interpreter RITA BOREN assisted PRESIDENT REAGAN twice during January, in Mexicali for the meeting with the president of Mexico, and later in Washington during the state visit of the president of Ecuador ... Travel assignments included that of NEIL SEIDENMAN to Luanda, BARBARA PHILLIPS to Guatemala with VICE PRESIDENT BUSH, CORNELIUS IIDA to Honolulu, and RITA BOREN to Honduras ... VIVIAN CHANG accompanied a group of space experts from China to several locations in the United States ... Russian staff interpreters DIMITRI ARENSBURGER and WILLIAM HOPKINS returned to Geneva with a group of contract linguists for the fourth round of the nuclear and space talks ... Administrative officer CAROL CASEY resigned on January 23. □

African Affairs

Office of the Assistant Secretary: From January 2–16, Assistant Secretary CHESTER CROCKER traveled to Cairo, Khartoum, Luanda, Cape Town and London ... On January 24 he briefed a group from the Voice of America, in Washington ... He participated on PBS' "American Interests" program, which was aired on February 1 ... Deputy assistant secretary FRANK WISNER participated in a video interview, on South African Broadcasting, January 21

MOGADISHU, Somalia—At ground-breaking for new chancery, left to right: *James B. Moran*, Bureau of African Affairs; *Mohamed Shiekh Osman*, minister of finance; Ambassador *Peter S. Bridges*.

ISTANBUL, Turkey—Receiving Meritorious Honor Awards from consul general *William E. Rau*, left, are *Turhan Senay*, *Husniye Ural*, *Gamze Turen*, *Neriman Tahsin* and *Ayseli Barbarosoglu*.

... Deputy assistant secretary WILLIAM ROBERTSON participated in a panel discussion on South Africa, on January 19, at the Martin Luther King Center for Nonviolent Social Change, in Atlanta ... He was interviewed on Channel 15 in Roanoke, Va., January 28.

Office of Public Affairs: ROBERT BRUCE, director, participated in a panel discussion at T. C. Williams High School, in Alexandria, on South Africa, on December 18.

Office of Regional Affairs: Narcotics officer BERNADETTE ALLEN accompanied Assistant Secretary JOHN THOMAS of the Bureau of International Narcotics Matters, January 10–19, on a trip to Senegal, Nigeria and Kenya, for consultations on narcotics trafficking and interdiction ... Bureau labor adviser RAY PARDON attended an African-American Labor Center conference, in Port Louis, Mauritius, January 21–23. He also visited South Africa, Kenya, Ethiopia, and Sudan for labor consultations ... GREGORY BRADFORD, special assistant for security assistance, visited Sudan, Kenya and Liberia, January 24–February 6, to review security assistance programs ... Acting director DAVID LYON traveled to Atlanta, January 15–16, for meetings on AIDS in Africa, and to join PRINCETON LYMAN's briefing of ex-PRESIDENT CARTER, prior to the latter's African trip ... Mr. Lyon traveled to Carlisle, Pa., to address the Army War College, on African issues.

Office of Southern African Affairs: JEFFREY DAVIDOW, director, participated in an interview on Dutch TV, January 24.

South Africa Working Group: WILLIAM JACOBSEN participated in public speaking programs in San Francisco, Chicago, Lawrence and Kansas City, Kan., St. Louis, Milwaukee, and Decatur, Ill., on South Africa .... RICHARD CAMPANELLI gave the keynote address at George School, Newtown, Pa., on U.S.-South Africa policy. □

Consular Affairs

The deputy assistant secretary for visa services, VERNON D. PENNER JR., addressed the Foreign Service Institute's ambassadorial seminar, January 24, on the subject of consular affairs ... He was a guest speaker at the seventh annual conference organized by the Florida Bar Association, in Miami, February 6 ... CORNELIUS D. SCULLY, director of legislation, regulations and advisory opinions in the Visa Office, was a seminar panelist at the mid-year board of governors conference sponsored by the American Immigration Lawyers Association, in Mexico, January 15–17 ... DAVID JOHNSON, visa examiner, Public and Diplomatic Liaison Division, is on temporary duty in Seoul, Korea, to provide assistance to the consular section through the end of this month ... From February 10–12, LORRAINE LEWIS, consular officer, Visa Office, attended a course on organizational structure sponsored by the Office of Personnel Management ... PETER KAESTNER, consular officer, Visa Office, attended the course on automated information systems management for intermediate executives, at the Department of Defense, January 6–17 ... The Communications and Records Division in the Visa Office welcomed MARVIN WILLIAMS. The following employees departed the Visa Office: LESLIE HICKMAN, reassigned to the Bureau of Intelligence and Research; ZANDRA FLEMISTER, reassigned to

SYDNEY, Australia—At consular conference, front row, left to right: *Leigh Carter*, Port Moresby; *Willard De Pree*, Washington; *Delores Ryan*, Canberra; *Joan M. Clark*, assistant secretary; *James Myrick*, Sydney; *Phyllis A. Bucsko*, Washington. Second row: *Jim Daligcon*, Manila; *Susan Wood*, Jakarta; *Carman Williams*, Melbourne; *Douglas Ellice Jr.*, Bandar Seri Begawan; *Thomas Robinson*, Medan; *Robert Reed* and *John Adams*, Washington; *Donald Mieger*, Hong Kong; *Tim Betts*, Canberra. Rear: *Ronald K. Somerville*, Washington; *William Moody*, Singapore; *John Hotchner*, Washington; *William Barkell*, Kuala Lumpur; *Nancy Cope*, Perth; *David Kenney* Brisbane; *Carl Troy*, Sydney; *Allan Otto*, Washington; *Fred Stephens*, Surabaya (top of head showing); *Olen Martin*, Bangkok.

Islamabad; and JUNE HEIL, reassigned to Krakow.

TERESA HOBGOOD, Citizens Consular Services, accompanied the senior deputy assistant secretary for consular affairs, MICHAEL H. NEWLIN, to the Department of Commerce, January 13, for a meeting with respresentatives of the business and legal sectors, to discuss the economic sanctions imposed on Libya . . . On February 1–2 Ms. Hobgood traveled to Columbus and Salem, O., to brief travel agents and Rotary-sponsored exchange students and their parents on passport matters, travel of Americans abroad, and services provided by U.S. Foreign Service posts . . . DARCEY HOFMANN has joined the staff of the Citizens Emergency Center. Prior to this assignment, she was with the San Francisco Passport Agency.

From January 7–10 New Orleans was the site of the passport regional directors meeting to discuss problems and the potential of automated systems. Regional passport directors JAMES H. MORLEY, Chicago; SAKAE M. HAWLEY, Los Angeles; JAMISS E. SEBERT, Miami; DONALD D. CASTEEL, Northeast Center; EUGENE E. BRIGGS, New Orleans; MARIA MIDDLETON, Philadelphia; EDWARD N. HART, Seattle; CYNTHIA L. GETHERS, San Francisco; and COLUMBUS GEER, Washington, met with HARRY L. COBURN, deputy assistant secretary for passport services; WILLIAM L. CAMP, associate director for operations; VIVIAN A. FERRIN, associate director for management; SUSAN McCANNELL, Policy and Coordination Staff; MARLENE SCHWARTZ, chief of field coordination; contractors from the Policy Research Corp., and staff members from the bureau's Executive Director Office.

The public affairs staff welcomed RUTH VAN HEUVEN, formerly in the Operations Center, who has replaced DOUGLAS JONES as the public affairs adviser. Mr. Jones is temporarily assigned to the NATO Defense College in Rome, before taking up his next position at the American Consulate in Edinburgh. □

Diplomatic Security

The new Bureau of Diplomatic Security contains all elements of the former Office of Security and the Diplomatic Courier Service, certain components of the former Office for Combatting Terrorism and members of the Executive Office of the Bureau of Administration. ROBERT E. LAMB, former assistant secretary for administration and security, is director of the bureau, pending authorization by Congress to establish a new assistant secretary position. DAVID C. FIELDS is the principal deputy assistant secretary and director of the Diplomatic Security Service. Reporting to Mr. Fields are acting deputy assistant secretaries DOUGLAS LANGAN, for resource management; FRANK FULGHAM, for policy and counterterrorism; and ROGER ROBINSON, for operations. Within the bureau, a Diplomatic Security Service has been established, comprised of security professionals such as special agents, security officers, security engineers and couriers. These professionals will shoulder the responsibility and accountability for security programs.

Mr. Lamb accompanied SECRETARY SHULTZ and UNDER SECRETARY RONALD SPIERS to the Senate Foreign Relations Committee, February 4, and to the House Foreign Affairs Committee, February 5. The Secretary testified before both committees regarding establishment of the bureau and the supplemental funding request for security programs overseas . . . Mr. Lamb traveled to Frankfurt in January, to address a conference for security engineering supervisors. He has attended numerous interdepartmental and interagency meetings.

Mr. Fields traveled to Los Angeles, January 20, to address the International Security Managers Association, regarding issues of concern to private security managers. Other speakers included BRIAN JENKINS of the Rand Corp. . . . Mr. Fields also chaired the plenary meeting of the Overseas Security Advisory Council, January 23, which was attended by the Secretary . . . Vice chairman JOSEPH ROSETTI of IBM presented the council's status report. Other speakers included JOAN CLARK, assistant secretary for consular affairs; BILLIE VINCENT, U.S. director of civil aviation security; and MARILYN HOLMES, who is producing terrorism awareness videotapes for the bureau.

In early February the following bureau members traveled to Quito for a conference for security officers and security engineers: Mr. Robinson, Mr. Fulgham, GREGORY BUJAC, JAMES LANNON, BILL MARSDEN and FIELD COOPER. □

Economic and Business Affairs

Assistant Secretary DOUGLAS McMINN traveled to Davos, Switzerland, January 30–February 4, to participate in an informal gathering of world leaders to discuss trade and financial and economic issues.

JEFFREY N. SHANE, deputy assistant secretary for transportation affairs, conducted civil aviation negotiations in Washington, January 7–10, with the United Kingdom. On January 13–15 he traveled to Tokyo, to conduct civil aviation negotiations with the government of Japan regarding United Airlines' takeover of Pan American World Airways' Pacific routes. Mr. Shane was accompanied by JEAN NEITZKE, Office of Aviation Negotiations. Talks with the Japanese resumed in Washington, January 19–20 . . . On January 25 Mr. Shane signed an agreed minute under which United Airlines was permitted to enter the market with all of the rights formerly enjoyed by Pan Am. On January 21–23, in Washington, Mr. Shane chaired the U.S. delegation to

SAN FRANCISCO—*Johnny Guy*, left, chief of protective liaison, presents an award of appreciation to retiring Chief of Police *Cornelius Murphy, center. At right is Tim Fountain*, agent-in-charge.

civil aviation consultations with Switzerland. On February 3–6, in Washington, he chaired the U.S. delegation to civil aviation negotiations with the government of Spain, culminating in an agreement regarding new air services between the two countries.

SAMUEL KEITER, director, Office of Aviation Negotiations, traveled to Moscow, November 17, to chair the U.S. delegation which negotiated a basis for the resumption of direct air services between the two countries ... He chaired negotiations on aviation capacity restrictions with the British, January 13–14, in Washington ... On January 15–17, assisted by GARY COUEY, he chaired a negotiation with the French in Washington ... GARY DeVIGHT, deputy director, chaired the U.S. delegation that concluded a new liberal agreement with Aruba, January 13–15, in Washington ... On February 4 he traveled to Santo Domingo, to begin negotiations with the Dominican Republic on expansion of route opportunities ... ERWIN VON DEN STEINEN, director, Office of Aviation Programs and Policy, traveled to Ireland, November 18, to conduct negotiations on the establishment of a preinspection program at Shannon airport ... On December 10 he chaired the U.S. delegation to the European civil aviation conference working group on reference fares, in Paris. These negotiations continued in Washington, February 5–6 ... On January 25 he traveled to Los Angeles, to speak before the Merrill Lynch annual conference for airline financial managers ... On February 9 he traveled to Tokyo, to conduct negotiations with Japan on "doing business" problems encountered by U.S. airlines.

RICHARD C. SCISSORS, director, Office of Maritime and Land Transport, participated in U.S.-China maritime consultations, January 21–22, in Washington ... WILLIAM H. DAMERON, deputy director, led a U.S. delegation to the fourth session of the UN Conference on Trade and Development's conditions for registration of ships in Geneva, January 20–February 7. The conference reached agreement on a convention establishing provisions and standards to be applied by nations in registering merchant marine vessels.

On January 29 DALE TAHTINEN, deputy assistant secretary for international trade controls, spoke to approximately 135 business executives from the Society for International Affairs. His presentation, and audience questions, focused on the necessity for national security and foreign policy export controls ... ROBERT L. PRICE, director, Office of East-West Trade, spoke, January 14, to the staff of Voice of America, on "East-West Trade and Technology Transfer: New Challenges for the United States." ... DAVID WILSON, deputy director, participated in a U.S. delegation visit to India, January 25–31, to assess the U.S.-Indian memorandum of understanding to facilitate the flow of U.S. high technology to India ... Following the New Delhi negotiation, Mr. Wilson and several other members of the delegation traveled to Hyderabad and Bangalore, in southern India, to visit industries and plants which are users of sophisticated equipment and technology from the United States ... JACK ST. JOHN, director, Office of Business and Export Affairs, moderated a full day of briefings, January 9, for the Washington Export Council, an organization comprising the Washington representatives of major exporting firms ... On January 21–24 he was in Abidjan, Ivory Coast, to participate in the conference of senior commercial officers from U.S. embassies in Africa, the Near East and South Asia ... JOHN SAVAGE, deputy director of the office, gave a four-hour seminar in California, on international trade and tax issues and export promotion, for 12 chief executive officers of mid-sized Orange County firms ... On January 10, in the Dean Acheson Auditorium, CONSTANCE PHILPOT of the office spoke to a group of Loyola University business and economic students on U.S. trade policy ... BILL SKOK of the office headed the U.S. delegation at a World Intellectual Property Organization/UNESCO meeting of governmental experts on model provisions for employed authors, in Geneva, January 27–31.

RAFAEL MARIN, Office of Development Finance, was the State representative at the Organization for Economic Cooperation and Development's export credit arrangement negotiations, in Paris, January 21–23 ... MARC WALL, same office, traveled to Paris, January 27–28, to serve as the State representative on the U.S. delegation at the International Development Association's replenishment negotiations.

ELIZABETH BOLLMANN, Developing Countries and Trade Organization Division, flew to Mexico City, January 27–29, for the opening of bilateral negotiations on Mexico's accession to the General Agreement on Tariffs and Trade ... LEONARD LANGE participated in the February 3–7 meeting, in Geneva, of the Trade and Development Board's group of intergovernmental experts on trade measures data.

During January, ELIZABETH EWING, Textiles Division, participated in negotiations with Macau in Washington, ELIZABETH CUMMINGS participated in negotiations with China in Washington, and EDWARD GOFF was the State representative on delegations negotiating with Hong Kong and Singapore, again in Washington ... Textiles Division chief PAUL PILKAUSKAS participated in negotiations with Japan, in Tokyo, and headed a delegation to Kathmandu which reached the first bilateral textile agreement with Nepal.

People: ALOYSIUS SIOW has been appointed deputy director of the Planning and Economic Analysis Staff; JANET SPECK has arrived in the same office ... Others who recently entered on duty were NAN KENNELLY, presidential management intern, Developed Country Trade Division, and ALISA ROBINSON, same division; ROBERT DRY, Office of Investment Affairs; RENARD HUCKABY, Office of Development Finance; ANN KAMBARA, Office of Energy Consumer-Country Affairs; and JEFFREY HALLETT, Security Export Controls Division. □

Human Rights and Humanitarian Affairs

Assistant Secretary RICHARD SCHIFTER has been in Geneva serving as head of the U.S. delegation to the current sessions of the UN Hu-

"Harry, can you believe that regional security officer, asking for capital ... ment for security violations?"

man Rights commission. STANLEY IFSHIN, deputy director, Office of Multilateral Affairs and Human Rights Programs, and KATHLEEN BARMON, staff assistant, served on the delegation.

The annual country reports on human rights practices, for 1985, were presented to Congress, January 31, in compliance with Sections 116(d)(1) and 502B(b) of the Foreign Assistance Act of 1961, as amended. The legislation requires human rights reports on all countries that receive aid from the United States and all countries that are members of the United Nations. A new legislative requirement, Section 505(c) of the Trade Act of 1984, requires that the 1985 reports include additional information on workers' rights. This year there are 164 separate country reports.

Mr. Schifter addressed the 1986 Christian World Affairs Conference, on "The Soviet Union's Treatment of Religion." ... He addressed a leadership retreat of members of B'nai B'rith, District 5, on human rights issues ... Senior deputy assistant secretary JAMES MONTGOMERY testified before a joint hearing of the House Foreign Affairs Subcommittees on Africa and on Human Rights and International Organizations, on the situation in Liberia.

LAURA DIETRICH, deputy assistant secretary for asylum and humanitarian affairs, briefed members of the House Foreign Affairs Committee, on asylum procedures within the jurisdiction of the Department ... She traveled to California, to address a town meeting in Eureka, on asylum procedures and the "sanctuary movement," sponsored by Humboldt State University College, Citizens for America and the Navy League. She held a press conference there ... In San Francisco she met with immigration lawyers, to discuss the Department's role in the asylum process and related issues. She was interviewed on KGO Radio; "The Ron Owens Show"; a KCBS Radio program; "News Magazine"; community-access TV "Televents"; "Straight Talk"; KKIS–AM; "The Ray Witt Show"; and by the editorial board of the Contra Costa Times ... In Los Angeles, Ms. Dietrich met with local officials and citizens groups ... Later in the month, she participated in a forum on sanctuary, sponsored by the New Covenant Justice and Peace Center of Omaha, Neb ... While in the midwest, she gave interviews on KETV–TV, WOW–AM, KIOS–FM, WOWT–TV and to the Omaha World-Herald ... Back in Washington, she was interviewed in a panel discussion on WHMM–TV (Howard University), and gave a "tele-interview" to KNOX-Radio, St. Louis. □

Intelligence and Research

Office of Analysis for the Soviet Union and Eastern Europe: MARTHA MAUTNER, deputy director, participated in a discussion of the Berlin 1958–62 crisis, at the CIA executive training seminar, January 9 ... She addressed Council of Foreign Relations committees in Phoenix, Tucson and Albuquerque, as well as media groups, on U.S.-USSR relations, January 14–17 ... She spoke to students from Goucher College, January 24, and at a foreign policy seminar of the Institute for Learning in Retirement, at American University January 29 ... PETER COLM, analyst, attended the Conference on Asia Studies at Raleigh, N.C., January 17–19 ... PAUL GOBLE, analyst, spoke on source material for study of Soviet society, at the Foreign Service Institute, January 4 ... He spoke on "The Changing Soviet Image of Islam," at the Univeristy of Arizona, and on "Soviet Nationalities Problems," at Fort Huachuca, Ariz., January 20–21.

Office of The Geographer: GEORGE J. DEMKO, director, delivered an address, "Historical Atlases as a Political and Cultural Genre," at the University of Toronto, January 28.

LOUIS G. SARRIS, deputy director for analysis for East Asia and the Pacific, was the moderator of a symposium at the Dirksen Senate Office Building, January 9, on interconnections between U.S. foreign and defense policies. The symposium was sponsored by the Washington Center and was attended by some 100 students and faculty from some 20 colleges and universities throughout the country, who were participating in the center's annual program, "The President and Congress: An Inside Look at Policymaking and Policymakers." □

KINGSTON, Jamaica—At awards ceremony, left to right: *Audrey Gardner; G. Patricia Chuck;* Ambassador *Michael G. Sotirhos; Pearl M. Atkinson, Trevor A. Irving.*

Inter-American Affairs

Office of Central American and Panamanian Affairs: RICHARD H. MELTON, director, and deputy director RONALD D. GODARD traveled to San Jose, Costa Rica, February 2–5, to observe the presidential election ... Mr. Godard traveled to New York, in early December, for consultations relating to the UN General Assembly debate on Central America ... RICHARD R. WYROUGH, coordinator for Panama affairs, accompanied RICHARD N. HOLWILL, deputy assistant secretary, to Panama City, January 14–16, to attend a meeting of the Panama Canal Commission board of directors ... He headed the U.S. team during trilateral meetings relating to the Canal alternatives study, January 21–23 ... ROGER SWENSON, Panama desk officer, traveled to Panama, January 26–February 1, for consultations. He met with U.S. mission, U.S. Southern Command and Panama Canal Commission officials, as well as Panamanian political figures ... FRANCES JONES, Costa Rica desk officer, traveled to San Jose, Costa Rica, January 5–11, for meetings with embassy and Costa Rican government officials.

WILLIAM SCHOFIELD, Belize desk officer, visited Honduras, Nicaragua and Belize, January 13–22, for orientation and consultation with embassy and host country officials ... JAMES CASON, Guatemala desk officer, accompanied PAUL TAYLOR, deputy assistant secretary, to Guatemala City, January 10–13, to participate in discussions with Guatemalan economic officials, and for attendance at presidential inaugural ceremonies ... Regional political affairs officer JOHN R. HAMILTON accompanied Central American special envoy HARRY W. SHLAUDEMAN on a visit to five Central American and Contadora Group countries, January

BOGOTA, Colombia—At awards ceremony, left to right, front: *Carlos Parra, Kenneth E. Sykes, Alfredo Mendoza, Emilia Zorrilla, Rafael Puchana, Gustavo Garcia, Leonel Sanabria, Marlene Saavedra, Maria Teresa de Arrubla, Americo Rios, Gloria de Parra, Daniel Sanchez, Jerome L. Hoganson.* Middle row: *Jaime Lopez, Jaime Barrera.* Rear: *Luis Garzon, Luis A. Cubillos, Agustin Hormaza, Jaime Guevara, Luis Francisco Rodriguez, Luis Rozo, Eduardo Rodriguez, Jairo Lugo,* Ambassador *Charles A. Guillespie, Rafael Garzon, Jesus Lopez, Hernando Morales, Hernando Naranjo, Miguel Tenjo, Elias-Jose Amaya, Carlos Sanchez, Anibal Garcia, Jaime Garcia.*

15–23 ... On January 29 he spoke in Toronto, Ontario, on U.S. diplomatic policy in Central America, at a York University seminar on "Peacekeeping in Central America." □

International Narcotics Matters

Assistant Secretary JON R. THOMAS visited France, Senegal, Nigeria, Kenya, Egypt and Spain, January 9–28, accompanied by special assistant RAYBURN F. HESSE and, in the African countries, by BERNADETTE ALLEN of the Bureau of African Affairs. The trip enabled Mr. Thomas to consult with these governments on the increasing flow of heroin, marijuana and now cocaine through Africa, and to plan bureau-funded training and technical assistance programs to assist the African governments in upgrading their narcotics enforcement and prevention capabilities ... Also, Mr. Thomas, as U.S. representative to the UN Commission on Narcotic Drugs, was able to discuss issues dealt with at the commission's annual meeting in February; the countries visited included four Commission on Narcotic Drugs members and two observer countries. Other UN issues were also discussed.

Deputy assistant secretary ANN WROBLESKI traveled to Hong Kong, Thailand, Burma, Pakistan and the United Kingdom, January 10–31, for consultations on narcotics control programs ... A bureau team consisting of program director CAESAR P. BERNAL, program officer ROGER A. MEECE and GEORGE McDUFF conducted a one-week trip to Mexico, to meet with embassy and Mexican Office of Attorney General officers, to negotiate project activities which address aerial survey of the cannabis and poppy crops ... On January 22 Mr. Bernal attended the Caribbean chiefs-of-mission conference in Miami, followed by travel to Quito, Ecuador, for a four-day visit which culminated in a field trip to the Colombian-Ecuadorean border, to witness President LEON FEBRES CORDERO initiate another phase of the crop control strategy against coca cultivation in Ecuador ... W. KENNETH THOMPSON, deputy director, Program Office, addressed the Florida cocaine conference in West Palm Beach, on "The Cocaine Epidemic—International Strategies."

TIMOTHY HENDERSON, chief, Procurement and Technical Services Divison, traveled to Mexico, to discuss with the embassy upcoming contract issues in connection with the anti-narcotics program ... CHRISTINE HANSON, computer systems analyst, and ROBERT RETKA, deputy executive director, traveled to Albuquerque, N.M., to review computer software for aviation maintenance operations ... Visitors to the bureau included Mexican Ambassador JORGE ESPINOSA, Ambassador RICHARD McCORMICK (Organization of American States), Ambassador-designate ARTHUR DAVIS, Panama, and Congressman JOAQUIN DEL BOSCO AMARAL, from Brazil. □

International Organization Affairs

DAVID SCHIELE, Office of Technical Specialized Agencies, participated in the 52nd session of the International Maritime Organization's Maritime Safety Committee, January 27–February 5, in London... WARREN E. HEWITT, director, Office of Human Rights Affairs, served as alternate U.S. representative to the 42nd session of the UN Commission on Human Rights, in Geneva, February 3–March 14 ... NEAL WALDROP, multilateral and institutional affairs officer, participated in the U.S. delegation at the Non-use of Force Committee, in New York, January 20–February 14... STEVEN CANDY, international relations officer, traveled to New York as a member of the U.S. delegation to the UN Trusteeship Council special session, February 4–6 ... He traveled to Palau, February 13–27, as escort officer for Trusteeship Council observer mission to the February 21 plebiscite on the Compact of Free Association ... ROBERT LUACES, political officer for European, arms control, outer space and ocean affairs, traveled to Geneva as part of the U.S. delegation for the conference on disarmament. February 7–March 21.

People: CHARLES STANGE and CATHY BING have transferred from the Executive Secretariat to the Reference and Information Systems Staff ... LEROY NESBIT transferred from Bern to the Office of International Conferences ... DAVID ETTINGER transferred from the Bureau of Intelligence and Research to the Office of UN Political Affairs ... MONICA REED transferred from AID to the Office of U.S. Budgetary Presentation and Payments ... WILLIAM BROOKS transferred from the Foreign Service Institute to the Office of International Economic Policy. □

Legal Adviser's Office

The legal adviser, ABRAHAM SOFAER, addressed the Standing Committee on Law and National Security of the American Bar Association, at the University Club, as well as American Bar Association, Section of International Law and Practice, at the Hay-Adams Hotel ... Principal deputy legal adviser MICHAEL KOZAK, in January, traveled to Sacramento for a keynote speaking engagement at the annual symposium of the Pacific International Law Society, at the McGeorge School of Law. His topic was *U.S. vs. Nicaragua*, a case now before the International Court of Justice.

In January, attorneys ROBERT HARRIS traveled to Rio de Janeiro, Brasilia, Asuncion,

Buenos Aires and Montevideo, to accompany an Office of Foreign Missions delegation on discussions concerning bilateral reciprocity issues; PAMELA ROCKWELL to Paris and London, to participate in negotiation export cooperation; JOY YANAGIDA to Paris, concerning negotiations on a space station; ROBERT DALTON, assistant legal adviser for treaty affairs, to Strasbourg, to attend the fifth meeting on public international law, at the Council of Europe; WILLIAM McQUADE to Havana, Mexico City and Bogota, rendering legal advice to the U.S. mission leadership on privileges and immunities of U.S. Government personnel; RICHARD WOHL to Tokyo, for a third round of consultations with Japan's ministry of justice; JAMISON SELBY to Geneva, to participate in the working group of the UN Human Rights Commission on the question of a convention on the rights of children; and ANDRE SURENA, assistant legal adviser for law enforcement and intelligence, to London, for mutual legal assistance negotiations.

DAVID COLSON, assistant legal adviser for oceans, international environmental and scientific affairs, traveled to Whitehorse, Canada, in January, to serve as a negotiator on the U.S.-Canada Yukon River salmon agreement ... SCOTT HAJOST, an attorney from the same office, traveled to Honolulu, to present a paper at the Law of Sea Institute workshop on international navigation, at the University of Hawaii ... The assistant legal adviser for African affairs, NANCY ELY, accompanied Assistant Secretary CHESTER CROCKER to South Africa, to participate in meetings with representatives from that country and Angola ... At the end of January the deputy assistant legal adviser for law enforcement and intelligence, MICHAEL PEAY, traveled to London, for a second round of negotiations to conclude a treaty on mutual legal assistance in criminal matters, with the United Kingdom and the Cayman Islands ... ELIZABETH KEEFER attended a seminar sponsored by Congressional Quarterly in Washington, entitled "Gramm-Rudman-Hollings: How it Works and What it Means." ... In November, RUDOLPH HENDERSON went to Algiers, for negotiation of a bilateral consular convention.

People: The office welcomed MARY MOCHARY as its newest deputy legal adviser, MALVINA HALBERSTAM as the new counselor on international law, and PAT SCHAUBEL and PAT HILL of the legal adviser's staff ... After many years of service, GENE MALMBORG retired as assistant legal adviser for management. He has been replaced by JAMES THESSIN ... TIMOTHY RAMISH was promoted to assistant legal adviser for politico-military affairs ... MARY McLEOD has been reassigned as assistant legal adviser for human rights and refugee affairs ... Other newcomers to the bureau are ALAN SIMON, CATHLEEN KORKEN, MARY MALIN, DAVID BALTON, FRANCINE McNULTY and JESSIE JOHNSON, Office of International Claims and Investment Disputes; DAN BRODANSKY, human rights and refugees unit; LYNDA CLARIZIO, African affairs; ROBERT HARRIS, special functional problems unit; JULIE FAY and BLANCHE NEWTON, economic, business and communication affairs; ROBIN FRANK, management; CATHERINE BROWN, human rights and refugees; and MARGARET PICKERING, consular affairs ... The Office of International Claim and Investment Disputes said farewell to OZAREE LEE, MARK TOMBERLINE and DONNA WHITE; BILL SIMS, from East Asian and Pacific affairs; and DAVID WIRTH, from oceans, international environmental and scientific affairs ... Meritorious Honor Awards were presented to front office secretaries JANICE DENNY, ROBIN McELHANEY and BETTY KLECHKO; and to PAT SCOTT, Office of Oceans, International Environmental and Scientific Affairs. □

LEGAL ADVISER'S OFFICE—Principal deputy legal adviser *Michael Kozak* (third from left) presents cash and Meritorious Honor Awards to front office secretaries *Robin McElhaney* (second from left), *Janice Denny* (fourth from left), and *Betty Klechko*. Deputy legal advisers *Elizabeth Verville* and *Michael Matheson* are with them.

Management

Office of the Under Secretary

Under Secretary RONALD I. SPIERS traveled to Singapore, Sydney, Canberra, Wellington, Port Moresby and Suva, January 13–31. He was accompanied by his executive assistant, MARY RYAN, and the Bureau of East Asian and Pacific Affairs executive director, DONALD RAMAGE. Focus of the trip was general management and security issues ... E. DELORES DYER has joined the staff as secretary to Ms. Ryan. She replaces DOROTHY EVANS, who is studying Spanish in anticipation of an assignment abroad. □

Office of Equal Employment Opportunity and Civil Rights

Deputy assistant secretary CLARENCE E. HODGES and Ambassador GEORGE TOE WASHINGTON of Liberia were special invitees to Black History Month programs in St. Louis, January 31–February 1 ... Both Mr. Hodges and the ambassador spoke at the Department of Defense mapping agency ceremony, and at Mallinckrodt School, to several hundred students and staff members ... Mr. Hodges was the keynote speaker for the blacks-in-Government luncheon.

On January 27, the office, in cooperation with USIA, sponsored the second in a series of informal lunch-hour informational programs about countries from which various U.S. racial and ethnic groups originate. The session featured Mexico. Guest speakers were HUGH KOTTER, USIA, and NANCY MASON, Office of Mexican Affairs at State.

ROBERT TAYLOR, investigator, attended the Thursday Luncheon Group's January 9 meeting, where Howard University's ROBERT J. CUMMINGS, director of African studies spoke on "African Studies at the Crossroads— International Education in the Black Community." □

Family Liaison Office

Community liaison office coordinator JUDY IKELS (Rio de Janeiro) visited the Family Liaison Office in December ... Coordinators LEE MAHOLCHIC (Brussels), REBECCA JORDAN (Jeddah), CATHY CHIKES (Budapest), MARGIE PATTERSON (Lome) and MARYANN MINUTILLO (Asuncion) visited in January. □

Office of Foreign Missions

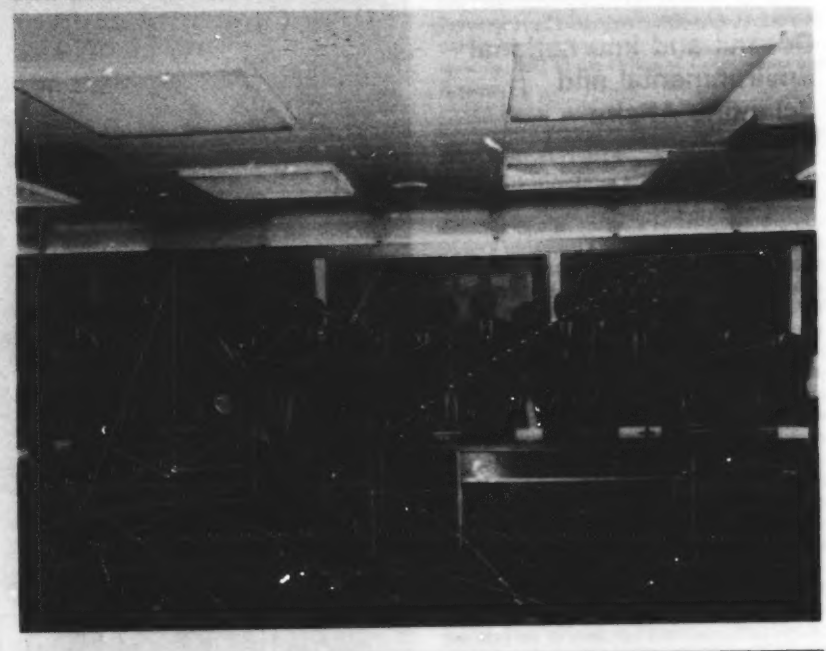
JOSEPH S. HULINGS, deputy director, with KATHLEEN B. ANDERSON, senior operations officer, and ROBERT HARRIS, legal counsel, consulted with embassy and government officials in Brazil, Paraguay, Argentina and Uruguay, on various reciprocity programs, January 14–26 ... JAMES E. NOLAN, director, with RALPH D. CHIOCCO, operations officer; E. RICHARD ATKINSON, U.S. Customs representative; and WILLIAM M. McQUADE, legal counsel, spent January 28–February 7 in Cuba, Mexico, Colombia and Honduras, discussing reciprocity problems with host government and embassy officials ... PAUL L. SMITH, formerly of the Bureau of Intelligence and Research, joined the Office of Foreign Missions, January 20, in a newly-established operations officer position dealing with taxes. □

Near Eastern and South Asian Affairs

On January 29 Assistant Secretary RICHARD MURPHY briefed Republican community leaders in the Old Executive Office Building. He discussed Middle East issues and the peace effort ... Economic adviser ROBERT KNICKMEYER addressed the Harvard Business School Club, in Houston, January 9. He discussed the oil outlook and the Near East economic climate ... PHILIP WILCOX, director, Office for Israel and Arab-Israeli Affairs, briefed members of Temple Israel, Great Neck, N.Y., on the status of U.S.-Israel relations and the peace effort, January 17 ... On January 23 he briefed the International Advisory Associates, in New York, on Middle East issues ... On January 25 he met with members of the Houston Jewish Federation, to discuss Middle East policy issues.

DAVID J. DUNFORD, director, Office of Egyptian Affairs, addressed the Cincinnati Coun-

NEAR EASTERN AND SOUTH ASIAN AFAIRS—At administrative officers conference, front, from left: *Coleman Parrott, Joe Melrose, Arnold Raphel,* Assistant Secretary *Richard Murphy, Mac Gerlach, Nick Baskey, Francine Bowman, Herb Deremer, Diane Maimone.* Back: *Johnnie Palazzolo, Brent Olson, Al Lopez, Frank Rhinehart, George F. Rodman, Allan Ellsbury, Howard Williams, Ron Peters, Frank Berry, Steve Smith, Ray Baysden Adriaen Morse, Rudy Hall, Georgia Debell, Lee Lohman, Howard Daveler, Warren Littrel, Bill Haugh, Jim McGunnigle, Peter Flynn, Charlie Allegrone.*



TUNIS, Tunisia—Foreign Service national employees receive certificates of appreciation and cash awards. From left, front row: personnel officer *Ellen G. Connor, Arbia Drira, Abdelhamid Zainine, Sadok Essalah,* deputy chief of mission *G. Norman Anderson, Leila Dajani, Hajer Gharbi, Khedija Jarrar.* Kneeling: *Mohamed Ben Ammar.* Back row: security officer *Kenneth Schokley, James F. Farrell, Nejmeddine Lahmar, Thameur Ben Amor.*

cil on World Affairs, February 4–7. While there, he taped a half-hour program for the Council's "World Front" television series . . . DONALD COFMAN, deputy public affairs adviser, met with high school students participating in Washington workshops, January 24, to discuss the Middle East and Foreign Service careers. □

Oceans and International Environmental and Scientific Affairs

Assistant Secretary JOHN D. NEGROPONTE traveled to Mexico City, January 20–24, to engage in discussions with Mexican policy-makers on a variety of topics. Earlier in the month, he visited the Centers for Disease Control in Atlanta, and participated in the sixth round of negotiations with Japanese government officials regarding high seas interceptions, in Seattle.

NANCY OSTRANDER, coordinator of population affairs, traveled to Bryce, Va., January 13, to address a group of interns and congressional staff members attending a leadership program sponsored by the Population Institute. She spoke on "Implications of Worldwide Population Growth for U.S. Overseas Interests." . . . She also addressed AID's population officers from Latin America on U.S. population policy, during their conference in Miami, January 19–20.

ROGER SOLES, executive director, U.S. Man and the Biosphere Program, and JACOB L. WHITMORE, research director, met, January 21–22, in Tucson, with scientists of the Man and the Biosphere Directorate on Temperate Forests, to plan future international research and education projects. . . Mr. Soles and PHYLIS RUBIN, program officer, held a similar planning session with scientists from the Directorate on Perception of Environmental Quality, in Denver, January 23–24.

ROBERT G. MORRIS, deputy assistant secretary for science and technology affairs, led the U.S. side in preliminary discussions with European Space Agency member governments, in Paris, January 21–22, on their participation in the space station project . . . OTHO ESKIN and RALPH BRAIBANTI, Office of Advanced Technology, participated in the talks . . . Mr. Morris attended the annual review conference of the Office of Naval Research, in London, January 27–28, with ROBERT E. DAY, Office of Science and Technology Support. Along with that office's scientists responsible for reporting science and technology developments in western Europe and the Middle East, nine science counselors and attaches from U.S. embassies in those regions also attended. On January 29, the Washington and embassy officers held a review of current science and technology issues at the London embassy.

MICHAEL A. G. MICHAUD, special assistant for space policy, traveled to the Jet Propulsion Laboratory in Pasadena, Calif., January 22–26, for a meeting of the National Commission on Space . . . LISLE ROSE, Office of Advanced Technology, traveled to Moscow, January 6–11, as a member of the U.S. delegation to negotiate a permanent organizational arrangement with the Union of Soviet Socialist Republics, France and Canada for a satellite-based search and rescue system . . . On January 28, Colonel VERNON MALAHY, also of that office, attended the memorial services for the crew of the space shuttle Challenger, at Johnson Space Center near Houston, Tex. □

POLITICO-MILITARY AFFAIRS—*Richard J. Slott*, deputy director, Office of Munitions Control, second from right, receives the International Award for 1985 from the government division of the Electronic Industries Association. On his right is *Robert Seidel*, Westinghouse Electric Corp. *Mrs. Slott* is on his left.

Politico-Military Affairs

H. ALLEN HOLMES, director of the bureau, chaired a NATO Special Consultative Group meeting in Brussels, January 14 . . . DOUGLAS KINNEY, Office of Theater Military Policy, attended the Special Consultative Group meetings, January 12 and February 12. He was a member of the U.S. delegation to the nuclear and space arms talks in Geneva, final round . . . RONALD BARTEK and BENJAMIN TUA, Office of Theater Military Policy, were in Geneva, the former as support for the U.S. intermediate-range missile delegation, the latter participating in the conference on disarmament . . . STANLEY WEEKS, Office of Theater Military Policy, was in Stockholm, February 3–8, as an observer at the Conference on Disarmament and Security-Building Measures.

RICHARD SLOTT, deputy director, Office of Munitions Control, was presented the International Award for 1985, by the government division of the Electronic Industries Association, January 17 . . . ALLAN E. SUCHINSKY, deputy chief, Arms Licensing Division, spoke on arms licensing procedures at a Customs Bureau inspector training course, at the Federal Law Enforcement Training Center, Glynco, Ga., January 15 . . . DEBRA STOGDALE, Office of Strategic Nuclear Policy, was in Geneva for the nuclear and space arms talks, final round . . . JAMES HOLMES, Office of Strategic Nuclear Policy, toured Europe, January 18–25, giving briefings on the strategic defense initiative.

People: Arrivals: JAMES BENSON, Office of International Security Policy, from Embassy Panama, to take over as action officer for African affairs. He occupies one of the new rotational training positions recently established in the bureau . . . THOMAS REICH joined the Office of Theater Military Affairs, as the new rotational officer . . . DALE HERSPRING joined the Office of Near East and South Asian Affairs, as deputy . . . DANIEL SANTOS and MARY SWEENEY have joined the staff of Munitions Control. Departures: MANFRED SCHWEITZER, from the Office of Strategic Nuclear Policy; Air Force Capt. STEVEN CANTRELL, from the Office of

POLITICO-MILITARY AFFAIRS— General *Richard L. Lawson* presents Secretary of Defense Medal for Meritorious Civilian Service to *George M. Lane*, political adviser to the U.S. European Command, who retired recently from the Foreign Service.

January 21, TI JUANA THOMAS-JACKSON moved from her secretarial position with the inspection staff to the Office of Coordination and Review. □

Public Affairs

Office of the Assistant Secretary; To sound out nongovernmental organizations on the quality of the Department's discussions of foreign policy and ways to improve dialogue, deputy assistannt secretary GEORGE HIGH visited New York, with program officer CONSTANCE DUNAWAY, in late December . . . He also traveled for discussions with other such groups to Chicago, with program officer JANE OSTRANDER, and to Atlanta, with regional programs chief JO COLLINGE, in January and February . . . Deputy assistant secretary ROBERT M. SMALLEY traveled to Brussels as U.S. representative to a NATO meeting, February 3 . . . He addressed German military officers and civil servants, in Cologne, February 5, on "U.S.-Soviet Relations"; met with senior German press representatives in Dusseldorf; and spoke to a German-American audience in Frankfurt on "U.S. Public Opinion and Foreign Policy." . . . On February 7 he met with officials in Munich . . . Mr. Smalley spoke on "Soviet Relations and Arms Control," in Santa Barbara, January 3, addressing both the Channel City Club and the Council on Foreign Relations.

Office of Opinion Analysis and Plans: BERNARD ROSHCO, director, attended a meeting, February 7, in New York, of the Advisory Committee to the Public Opinion Quarterly, the journal of the American Association for Public Opinion Research . . . STEPHEN KANE, senior planning officer, has undertaken a four-month assignment with the public diplomacy working group on South Africa and southern Africa.

Office of Press Relations: LEONOR CONWAY joined the office as a press assistant, January 27, coming from the Foreign Service Institute . . . On February 10 DEBORAH HERMAN joined the office as a press assistant. She previously worked at the Washington Field Office, Office of Security.

Office of Public Programs: Secretary's coordinator JANICE SETTLE and Media Principals Division chief DAVID CARDWELL advanced SECRETARY SHULTZ's appearance at the opening ceremony of the PEN international congress, in New York, January 12 . . . JANICE SETTLE, DAVID CARDWELL and intern RICHARD FROEHLICH advanced the Secretary's address at Secretary of Defense CASPER WEINBERGER's low intensity conference at

PROGRAM INSPECTOR GENERAL— Studying a 1915 inspection report they found at the consulate general in Durban, standing, left to right: Senior inspector *Richard C. Matheron*, vice consul *Leslie Ann Bassett*, inspectors *Michael Davila, Dan Thal, David Davison* and *David Betts*. Seated: consul general *Harry Geisel*.

Stragetic Technology Affairs, to return to the Pentagon; DIANE BERLINER, from the Office of Public Diplomacy. □

Program Inspector General

In a February 11 ceremony in the Office of the Director General, WILLIAM B. EDMONDSON was presented the Wilbur J. Carr Award, on his retirement from the Foreign Service after 35 years. He was deputy inspector general from August 30, 1982, until August 16, 1985, and deputy program inspector general from the latter date until last January 31. He served as a senior inspector for one year before becoming deputy inspector general . . . SANTA PARKER, acting administrative officer, attended a three-day administrative officers seminar, January 29–31, at the Office of Personnel Management . . . On

Fort McNair, January 15 . . . Organization liaison officer BETH GIBNEY coordinated arrangements for a special briefing on Central America and the Philippine elections, for Washington representatives of nongovernmental organizations, in the Department, January 23 . . . Regional programs officer FRANK FINVER traveled to Philadelphia, January 9–10, to conduct a survey of nongovernmental organizations and media contacts . . . Ms. Dunaway attended a regional foreign policy conference she had arranged—cosponsored by the Department and the New Hampshire Council on World Affairs—in Concord, January 18 . . . Speaking on 1986 "Great Decisions" issues were KENNETH BLEAKLEY, EDWARD MARKS and HENRY PRECHT. Over 200 local representatives attended. □

Refugee Programs

JAMES N. PURCELL JR., director of the bureau, and ARTHUR E. DEWEY, deputy assistant secretary for international assistance, attended the informal executive committee meeting at the Office of the UN High Commissioner for Refugees, in Geneva . . . They met there with the newly-elected high commissioner, JEAN-PIERRE HOCKE . . . JAMES M. CARLIN, director general, Intergovernmental Committee on Migration, accompanied by GRETCHEN BRAINERD, his Washington representative, met with bureau officers . . . ROBERT L. FUNSETH, senior deputy assistant secretary, hosted a luncheon in Mr. Carlin's honor, followed by a meeting with Mr. Purcell. Discussions focused on the U.S. budgetary situation and the need to review U.S. funding for all program activities . . . GEORGE WARREN, senior adviser to the director general, also was in Washington, and met with Mr. Funseth to discuss refugee transport loan collections. Mr. Warren also met with MARY E. KAVALIUNAS, program officer, Office of International Refugee Organizations, and CATHERINE BROWN, Legal Adviser's Office, to discuss proposed revisions in the organization's constitution.

TERRY TULL, chargé d'affaires in Vientiane, met with Mr. Purcell and the deputy assistant secretaries to discuss refugee-related issues involving Laos . . . MOHAMMED SAID, operations chief of the Indonesian Refugee Bureau in Jakarta, met with Mr. Purcell and bureau officers, who hosted a luncheon in his honor. Mr. Said was visiting refugee resettlement projects throughout the United States, as a participant in the USIA International Visitor Program . . . CAROL P. HECKLINGER, director, Office of Refugee Admissions and Processing, consulted with U.S., UN refugee and Intergovernmental Committee officials, in Bangkok, concerning the UN Orderly Departure Program and the U.S. refugee admissions program in Thailand . . . ANN MORGAN, director, Office of Refugee Training, visited the English-as-a-second-language and cultural orientation program sites in Indonesia and Thailand. In addition to class observations and consultations with program staff on-site, regional meetings were held by her with consortium senior management . . . KAREN L. McCARTHY and ARCHIE M. BOLSTER, program officers, Office of Reception and Placement, monitored voluntary-agency contract performance, in Oklahoma City . . . SHEPPIE G. ABRAMOWITZ, program officer, Office of Emergency Operations, attended a meeting of the Africa Emergency Subcommittee, and consulted with the Interaction Resources Committee, in New York.

JOHN R. RATIGAN, director, Office of Asian Refugee Assistance, attended the World Food Program informal conference in Rome, on 1986 refugee programs in Somalia and Pakistan . . . FRANK PAVICH, refugee coordinator (Somalia), met with Mr. Funseth and consulted with officers in the bureau regarding a settlement program for refugees in Somalia. During his visit, Mr. Pavich briefed staffers of the House Select Committee on Hunger and the Africa Subcommittee of the House Foreign Affairs Committee, on the refugee situation in Somalia . . . Also visiting the bureau for consultations were DAVID REUTHER, antipiracy officer, Bangkok; CLAYTON F. REUBENSAAL, deputy refugee coordinator, Bangkok; and THOMAS BARNES, Pakistan program director, Geneva . . . AHMED ZEB, protocol officer, Commissionerate for Afghan Refugees, Northwest Frontier province, Pakistan—he is a participant in the USIA's International Visitor Program—met with Mr. Ratigan and LISA A. CARTY, refugee officer for Pakistan affairs . . . RICHARD ENGLISH, UN refugee junior program officer, consulted with officers in the Office of Asian Refugee Assistance, concerning refugee problems in Pakistan. ■

FRANKFURT, West Germany—Consul general *William Bodde Jr.* receives funds from *Alena Patrick*, Foreign Service national, for Ethiopian relief. She raised over $800, which was sent to Embassy Addis Ababa to assist an orphanage.

New shuttle bus schedule

A new schedule for the SA–12 shuttle bus, to and from 1975 Florida Avenue N.W., adds a stop at 21st & K Streets N.W.

Main State	SA–12	21st & K St.	Arrive Main State
8:00	8:10	8:18	8:26
8:30	8:40	8:48	8:56
9:00	9:10	9:18	9:26
9:30	9:40	9:48	9:56
10:00	10:10	10:18	10:26
10:30	10:40	10:48	10:56
11:00	11:10	11:18	11:26
11:30	11:40	11:48	11:56
12:00	12:10	12:18	12:26
12:30	12:40	12:48	12:56
1:00	1:10	1:18	1:26
1:30	1:40	1:48	1:56
2:00	2:10	2:18	2:26
2:30	2:40	2:48	2:56
3:00	3:10	3:18	3:26
3:30	3:40	3:48	3:56
4:00	4:10	4:18	4:26
4:30	4:40	4:48	4:56
5:00	5:10	5:18	5:26
5:30	5:40	5:48	5:56 □

Obituaries

Donald R. Toussaint, 58, a former ambassador to Sri Lanka who was assigned there in 1984 as program director of the Colombo Plan Fund, died of a heart attack aboard an airplane en route from San Antonio to Washington on January 20.

Mr. Toussaint

Mr. Toussaint served as ambassador to Sri Lanka and the Maldives, 1979–81. He was deputy chief of mission and counselor in Manila, 1978–79, and Jakarta, 1972–75.

Beginning his career in 1956, he served in the Department for two years as an intelligence and research specialist. Subsequent assignments were to Jakarta as political officer; to Medan as administrative officer; to Jakarta as economic officer; and to the U.S. mission to the United Nations as an adviser on political and security affairs and a member of the U.S. delegation. After a detail to the Imperial Defense College in London, he served as a political officer in Tehran, 1969–72. He was appointed deputy assistant secretary for international organization affairs in 1976, and again in 1982.

Born in California, Mr. Toussaint was graduated from Stanford, where he also completed a Ph.D. In 1949, he earned a master's at the Yenching University in Peking. He was director of Stanford's overseas development program in 1956, and an instructor in Germany and England for the University of Maryland, 1953–55. From 1945–46, he served in the Navy.

Survivors include his wife, two daughters, a son, his mother and a brother. □

Edith Burton Thompson, 50, a data transcriber at the Houston Passport Office, died on January 20.

A native of Texas, Ms. Thompson worked in Houston as a maid, a collection counselor and dispatch clerk. Joining the Houston Passport Office in 1979, she was a clerk-typist until 1984.

Survivors include two daughters and a son. □

Keith S. Harter, 53, a communications specialist in the Office of Operations, Telephone Systems Staff, since last May, died at the Washington Adventist Hospital on January 13.

Mr. Harter

Mr. Harter was a field service manager with AT&T Information Systems, 1977–85. From 1958–77, he was an installer and repairman with the C & P Telephone Co. He served in the Army, 1949–52.

Survivors include his wife, three sons, a grandson, his mother, three sisters and seven brothers. Contributions are suggested to Redeemer Lutheran Church, 3799 East-West Highway, Hyattsville, Md. 20782. □

Elmer E. Yelton, 71, who retired in 1974 after an assignment to Hermosillo as principal officer and consul general, died of a heart attack on January 9.

Mr. Yelton

Mr. Yelton was born in China. He was graduated from Hamilton College and earned a master's at the University of Cincinnati. After serving in the Navy during the war, he joined the Foreign Service in 1946. Early assignments included Nairobi, Tangier and Belgrade. In 1951 he was appointed principal officer in Luanda. He served in Munich as a visa officer, in Bonn as coordinator of the refugee relief program, in Vientiane as political officer, and in Saigon as economic officer. From 1958–59, he was detailed to Cambridge University. Mr. Yelton was an intelligence and research specialist, 1959–61, and was officer-in-charge of Ivory Coast, Upper Volta, Niger and Dahomean affairs, 1962–63. He was consul general in Buenos Aires, 1964–70, and prinicipal officer in Tampico, 1970.

Survivors include his wife, a daughter, a sister and a brother. Contributions are suggested to the scholarship fund at the American Foreign Service Association, 2101 E Street N.W., Washington, D.C. 20037.

Clara Palmer, 70, a Foreign Service secretary whose last assignment was to London in 1971, died on November 14.

Joining the Service in 1963, she served in Athens, Kingston and the Bureau of Inter-American Affairs. She retired in 1974.

Ms. Palmer was born in Boston. From 1944–45, she served in the Navy. Survivors include a nephew. Contributions are suggested to the Foundation for Ileitis and Colitis, 17 Avery Square, Needham Heights, Mass. 02194. □

Juan Gorrell, 76, who served as consul in Oporto, 1963–68, and returned there to live in 1973, died on January 29.

Mr. Gorrell was born in Italy. He joined the Foreign Service in Ecuador, where he was a buyer and manager for a commercial company, 1933–42. His assignments included Quito and Windsor as vice consul, Paris as second secretary and consular officer, and Guatemala as first secretary and labor attache. From 1959–60, he was officer-in-charge of Guatemalan affairs. In 1968 he retired to become head of the North American Association of Venezuela.

Survivors include his wife and three daughters. Contributions are suggested to the American Association for the Blind. □

Leo M. Goodman, 76, who was principal officer in Bremen before retiring in 1970, died on December 17.

Joining State as a legal officer in 1949, he served in Munich, Frankfurt

and Vienna. He was chief of the Division of Intelligence-Collection-Distribution, 1958–60. From 1960–62, he was a career development officer.

Mr. Goodman was born in Latvia. A graduate of the Community College of New York, he earned a law degree at Columbia and was an attorney in private practice for seven years. After serving in the Army, 1942–46, he was employed by the Office of Military Government in Germany. Survivors include his wife. □

Lois W. Roth, 54, president of the Women's Action Organization for the past four years, died of pulmonary failure at Sibley Memorial Hospital on January 13.

Ms. Roth

A Foreign Service officer, Ms. Roth was director of the USIA visual and performing arts program. She served in Tehran, Rome and Paris. In 1981, she was appointed deputy director of the Division of Cultural Resources. From 1972–74, she was secretary and a member of the governing board of the American Foreign Service Association.

Born in New York, Ms. Roth was educated at the Fieldston School, Elmira College and Columbia. She was a Fulbright student at Uppsala University in Sweden and worked for the American Scandinavian Foundation in New York. Survivors include her husband, Richard T. Arndt, who is a former cultural attache, her mother and a sister. Contributions to the Lois W. Roth Fund may be sent to Room 849, 301 4th St. S.W., Washington, D.C. 20547. □

Harold A. Levin, 67, a Foreign Service officer who worked for both State and AID before retiring in 1974, died on February 10.

Mr. Levin was an intelligence officer and foreign affairs specialist with State, 1946–49. He was assigned to the Economic Cooperation Administration mission in Korea in 1949, joining AID in 1950. After assignments with the Foreign Operations Administration and the International Cooperation Administration, he returned to State as an economic officer in 1957. From 1958–61, he was director of the Office of Security Trade Controls. He was chief of the Business Practices Division from 1961 until he returned to AID in 1967.

A native of New York, Mr. Levin earned a bachelor's at New York University and a master's at the University of Denver. From 1943–46, he served in the Navy. Survivors include his wife, a son, a daughter, two grandchildren and a sister. □

Carl D. Corse, 78, an economic and commercial officer who was a U.S. representative and chairman at the U.S. General Agreements on Tariffs and Trade in Geneva, 1960–61, died on January 26.

Joining State as an economic analyst in 1935, Mr. Corse was a member of the Shipping Priorities Advisory Committee, 1942–45. He was assistant chief, then associate chief, of the Division of Commercial Policy, 1944–49. Subsequent appointments were as chief of the Commercial Policy Staff, chief of the Trade Agreements and Treaties Division, and acting deputy director of the Office of International Trade. From 1959–60, he was counselor in Brussels at the U.S. mission to the European Communities. He retired in 1962.

A native of Minnesota, Mr. Corse earned a bachelor's and master's at the University of Minnesota, where he worked as an instructor and research assistant, 1930–35 and 1938–39. Survivors include two sons and a daughter. □

William F. Gray, 73, a Foreign Service officer who served as first secretary and consular officer in Panama before retiring in 1964, died after a long illness on January 30.

A graduate of Duke, Mr. Gray earned a master's at the Fletcher School of Law and Diplomacy. After working for the Foreign Economic Administration for two years, he joined State in 1944. His assignments included second secretary and consular officer in Quito, consular officer in Hamburg and Stuttgart and first secretary and counselor for economic affairs in La Paz.

Survivors include his wife, three children and two grandchildren. □

George M. Fennemore, 70, who was first secretary and consular officer in Wellington, 1960–62, died on January 7.

Beginning his career in 1940, Mr. Fennemore was a division assistant and historical research specialist. From 1946–49, he was a section chief in the Office of the Legal Adviser. Other assignments included the Division of International Conferences, as chief of the research and editing section, then as chief of the research and documentation section. In 1960, he was appointed consular officer in Auckland. He retired in 1967.

A native of New York, Mr. Fennemore earned a bachelor's and master's at the University of Rochester, and also attended Brown and Columbia. Survivors include his wife and a son. □

William D. Moreland Jr., 78, consul general in Guayaquil from 1958 until he retired in 1960, died on January 3.

Joining the Service in 1930, he served as a consular officer in Vancouver, Guayaquil, Liverpool, Antwerp, Bordeaux, Limerick, Dakar and Aruba. He was second secretary and consular officer in Baghdad, 1943–46.

Mr. Moreland was born in Oregon. A graduate of Stanford, he also attended the University of Bordeaux. Survivors include his wife. □

Lawrence H. Backs, 73, a budget officer who retired in 1963, died on December 11.

Joining State as a budget analyst in 1952, he served in Bonn as an auditor and second secretary, 1957–59.

From 1959–63, he was a budget examiner and analyst in the Department.

Mr. Backs was born in Illinois. He was a graduate of Benjamin Franklin University. Other federal employment included the Treasury Department, 1934–39, the Federal Security Agency, 1939–52, and the Veterans Administration 1946–49. Suvivors include his wife and a son. □

Henry J. Lawrence, 85, who was appointed deputy director of the Office of Foreign Buildings in 1956, died of a heart ailment at his home on January 21.

Mr. Lawrence was a construction supervisor in Manila and New Delhi. Returning to Washington in 1952, he became deputy director for technical operations. He retired in 1960.

Born in Richmond, Mr. Lawrence was graduated from the University of Virginia. A retired Army colonel, he served overseas during World War II. Survivors include his wife. □

Mary Estelle Rubano Starbuck, 51, a former Foreign Service secretary and the wife of Foreign Service officer Frank Starbuck, died of cancer on November 18, in Jacksonville, Fla. She served in Copenhagen, Helsinki, Berlin, Jerusalem and Lahore, then accompanied her husband on assignments to Sydney and Budapest.

Ms. Starbuck was born in Sharon, Pa. She attended Youngstown State and Georgetown Universities. Besides her husband, she leaves a son. □

William Henry Scott, the four-year-old son of Foreign Service officer Gerald Scott and Frances Scott, drowned on January 3 in Mbabane, where his father is deputy chief of mission. He was born in Rome in 1981. He lived in New York during his father's assignment to the U.S. mission to the United Nations, 1983–85. Besides his parents, he leaves two brothers. □

Braulio J. Rodriguez, 90, the father of Foreign Service secretary Judith Rodriguez, died of cancer on January 28 in San Jose, where he lived with his daughter.

Mr. Rodriguez was born in Cali, Colombia. He accompanied his daughter on assignments to Buenos Aires, Madrid, Bogota, Bangkok, Quito, Paris and Asuncion. Besides Ms. Rodriguez, he leaves his wife and another daughter. □

Margaret M. Frank, the widow of retired Foreign Service officer Laurence Champlin Frank, died on October 9 at her residence in Jamestown, R.I. She had accompanied her husband on assignments to Iran, Austria and Canada. There are no known survivors. □

Dorothy C. Harvey, 43, wife of retired Foreign Service officer Gordon E. Harvey, died of cancer on December 13 at Fairfax Hospital. Ms. Harvey was born in Hot Springs, Va., and was graduated from Averett College in Danville, Va. Besides her husband, she leaves two children from a former marriage, her parents and a sister. □

Dorcas Thatcher Small, 67, the wife of retired Foreign Service officer George W. Small, died on January 12.

She had accompanied her husband on assignments in Africa, the Mideast and Europe. Besides her husband she leaves two daughters, a grandson and two sisters. ■

BEIJING, China—At cashier workshop, front row: *Sha Jide, Liu Yan, He Xiaoyin.* Rear: *Li Xiyao, Liu Tiecheng, Lewis R. Atherton, Xiang Difu, Kong Qin.*

Library Booklist

Southeast Asia

Part 2

Cambodia, Laos and Vietnam

BROWN, MACALISTER, et al. *Apprentice Revolutionairies: The Communist Movement in Laos, 1930–1985*. Stanford, CA, Hoover Inst., 1986. 350p. On order.

BURCHETT, WILFRED G. *The China-Cambodia-Vietnam Triangle*. Chicago, Vanguard, 1981. 235p. DS554.8.B87

CALLISON, CHARLES S. *Land-to-the-Tiller in the Mekong Delta: Economic, Social, and Political Effects of Land Reform in Four Villages of South Vietnam*. Berkeley, Univ. of California Press, 1983. 391p. HD1333.V5C34

CHANDLER, DAVID P. *A history of Cambodia*. Boulder, CO, Westview, 1983. 237p. DS554.5.C46

CHANDLER, DAVID P., ed. *Revolution and its Aftermath in Kampuchea: Eight Essays*. New Haven, CT, Yale Univ. Press, 1983. DS554.8.R48

CHARNY, JOEL. *Obstacles to recovery in Vietnam and Kampuchea: U.S. embargo of humanitarian aid*. Boston, Oxfam America, 1984. 150p. HC444.C43

DOMMEN, ARTHUR J. *Laos: The Keystone of Indochina*. Boulder, CO, Westview, 1985. 135p. On order.

ETCHESON, CRAIG. *The Rise and Demise of Democratic Kampuchea*. Boulder, CO, Westview, 1984. 284p. DS554.7.E85

Kampuchea in the Seventies: Report of a Finnish Inquiry Commission. Helsinki, Kampuchean Inquiry Comm., 1982. 114p. DS554.8.K28

KARNOW, STANLEY. *Vietnam: A History*. New York, Viking, 1983. 750p. DS558.K37

KIERNAM, BEN, ed. *Peasants and Politics in Kampuchea, 1942–1981*. Armonk, NY, Sharpe, 1982. 401p. DS555.8.P4

MASON, LINDA. *Rice, Rivalry, and Politics: Managing Cambodian Relief*. Notre Dame, IN, Univ. of Notre Dame Press, 1983. 218p. HV640.5.C3M37

MUKERJEE, DILIP. *Kampuchea, ASEAN Response to Great Power Rivalries*. Geneva, Switzerland, Graduate Inst. of International Studies, 1983. 71p. UA833.5.M85

NGUYEN, LONG. *After Saigon Fell: Daily Life Under the Vietnamese Communists*. Berkeley, Univ. of California Press, 1981. 164p. HN700.5.A8N46

NGUYEN, VAN CANH. *Vietnam under Communism, 1975–1982*. Stanford, CA, Hoover Inst., Press, 1983. 312p. DS559.912.N39

PICQ, LAURENCE. *Au-dela du Ciel: Cing Ans chez les Khmers Rouges*. Paris, Barrault, 1984. 211p. DS554.382.P53

SHAWCROSS, WILLIAM. *The Quality of Mercy: Cambodia, Holocaust, and Modern Conscience*. New York, Simon & Schuster, 1984. 464p. DS554.8.S54

TAI, HUE TAM HO. *Millenarianism and Peasant Politics in Vietnam*. Cambridge, MA, Harvard Univ. Press, 1983. 220p. BQ9800.P452T34

WESTERMEYER, JOSEPH. *Poppies, Pipes, and People: Opium and Its Use in Laos*. Berkeley, Univ. of CA Press, 1982. 336p. HV5816.W47

Burma and Thailand

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State

The Newsletter United States Department of State April 1986

People Management at State: Searching for Answers in Private Industry

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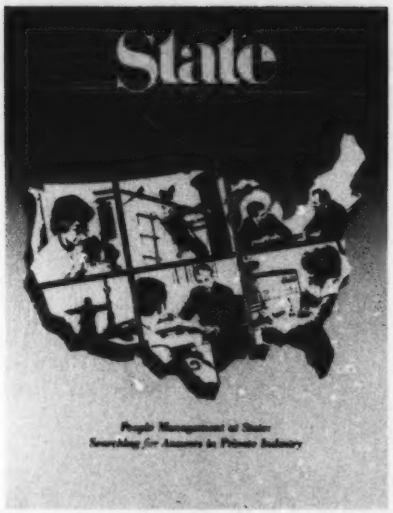

THE COVER—A firsthand report, how U.S. corporations deal with some of the same management issues confronting State, begins on Page 2.

United States Department of State

State

April 1986
No. 288

Letters to the Editor

'An already privileged group'

ARLINGTON, VA.

DEAR SIR:

Having read in the press some of the spirited give-and-take concerning the Foreign Service Associates (FSA) Program, may I add a few observations of my own?

(1) Reportedly the program calls for the creation of a pool of permanent, full-time, officer-level jobs for qualified spouses of U.S. personnel serving overseas. Based on the proposed pilot program, these jobs will each cost approximately $28,000 per annum. In an era of budget deficits and reductions in funding for the Jobs Corps and other domestic social services, can the Department in good conscience press its request for a job-creation program designed exclusively for the benefit of an already privileged group?

(2) Officer-level positions reserved for persons who have not qualified as Foreign Service officers will further dilute professionalism in the Service.

(3) What will be the likely effect on the morale of a qualified and ambitious FSS secretary or communicator when he/she is denied the opportunity to compete for a vice consul position reserved for a Foreign Service associate? Inevitably the FSA program will be perceived as negatively by the FSS corps as the American Family Member (AFM) Program is seen by the Foreign Service national (FSN) corps.

(4) The FSA and AFM programs raise an interesting point concerning allowances for dependents. Still keyed to yesteryear, the pertinent regulations seem to assume that the wives and minor children of U.S. Government employees abroad will not themselves be employed. But, having negotiated bilateral agreements for dependent employment, and having itself provided employment to dependents, is the Department not now obliged to examine more critically the Foreign Service

—(Continued on Page 64)

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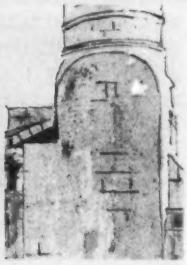

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There are 11 monthly issues (none in August). Deadline for submitting material for publication usually is the 10th of each month. Contributions (consisting of general information, articles, poems, photographs, art work) are welcome. *Double-space* on typewriter, spelling out job titles, names of offices and programs—*acronyms are not acceptable.*

Black-and-white, glossy-print photos reproduce best. Each photo needs a caption, double-spaced, identifying all persons left to right. Send contributions to STATE magazine, DGP/PA, Room B-266. The office telephone numbers are (202) 647-2019,–1648 and –1743.

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'People Management'

How do U.S. corporations develop executive talent?

Department officials tour the country in an effort to find out

BY JAMES E. OVERLY

The author is a management analyst in the Department's Office of Management Operations.

IN TWO RECENT initiatives, officials of the Department looked at "people management" practices in private industry. The purpose was to see how corporations deal with some of the same personnel management issues confronting State, and whether some corporate practices may be adaptable to the Department. The initiatives reflected Secretary Shultz's strong interest in encouraging cooperation between the public and private sectors on management issues, and the continuing efforts of State's Management Council to find ways to improve personnel management.

Mr. Overly

3M is first

In the first initiative, on January 5–6, the under secretary for management, Ronald I. Spiers, with members of the council and the assistant secretary for consular affairs, Joan Clark, traveled to St. Paul, Minn., to consult with executives and "human resource managers" at 3M (the Minnesota Mining & Manufacturing Co). I accompanied them.

As readers of the best-selling "In Search of Excellence" will recall, 3M was rated as one of the country's best-managed corporations. It ranks second, behind IBM, in Fortune magazine's latest list of most-admired companies, up from fourth a year ago. It frequently presents seminars on its management practices for other companies and state and local governments, but the Management Council visit became its first program for managers of a federal agency. The program was organized by 3M's national market manager, Harvey F. Ernest Jr.

The State officials were particularly interested in what contributes to 3M's image as an innovative company. They found that most of 3M's management principles are aimed at encouraging its employees, but that the firm also enforces an important rule—its "25% new-product rule"—to stress the importance the corporation places on new product development: 3M makes every operating division responsible for ensuring that 25% of its sales come from products that didn't exist five years previously. The 3M principles are:

'... Most of 3M's principles aim at encouraging employees'

Give a person a job and the freedom to do it.

Encourage use of the "15%" rule. 3M wants laboratory people and others who develop new products to devote up to 15% of their paid work-time to work on projects of interest to the individual. The projects need have no relation to an employee's regular duties.

Recognize employee achievements and publicize them.

Tolerate mistakes. Only a small percentage of 3M's new product ideas ever make it to production, but the corporation believes that even what seems like a bad idea at first can lead to spinoffs that may work.

Manage by "walking around." To encourage better communication and a "hands on" management attitude, 3M encourages its managers to get out into the laboratories and offices of their subordinates.

'Support those who won't accept something can't be done'

Encourage defiant role models. Support those who won't accept being told that something can't be done or who challenge existing corporate procedures, customs or bureaucratic boundaries.

Encourage self-appointed innovators. If someone has a new idea, let

Members of the State Department Management Council are briefed at 3M by corporate official *Julianne Prager*.

Director general *George S. Vest* and *Mary A. Ryan*, executive assistant to the under secretary for management, at 3M.

him or her take charge of it and pursue it until it fails or succeeds.

Use a team concept. If necessary, pull needed people (those who volunteer) off whatever job they're doing, even part-time, to work with the innovator in charge of a project.

Encourage "bootlegging." 3M permits informal redirection by managers of a portion of their budget resources to fund new projects.

Make a little, sell a little. This is an action-oriented principle that's a short way of saying: Don't wait until you've planned every last detail of a new product before you make it; instead, build a prototype, get it out to the customer, work some bugs out and make sure it meets the customer's needs—then increase production and repeat the process.

'Dual career track ... appears to work for 3M'

Grow with the business. 3M believes in maintaining a flexible organizational philosophy. When a new-product line begins to generate larger sales, management doesn't try to force it into a rigid corporate structure, but instead may permit the production unit to become an autonomous operation with its own management and budget and, eventually, a new division.

3M: 2 career tracks

The people from State were also interested in 3M's dual career-track structure, designed to accomplish two objectives. On one hand, it must provide for the careers of those whose primary contribution is to the company's technology and base of expertise. On the other, it must also identify and develop managers with a broad knowledge of company operations.

3M recognizes it has some scientists who are quite happy developing new products, and whose strengths and career preferences lie more in independent work than in managing people and organizations. The dual career track provides these people with compensation, titles and perquisites equivalent to those of executives with broad corporate management responsibility. This appears to work for 3M; several of its chief scientists have worldwide reputations as experts in their fields, and are better known than some of the company's corporate executives.

The State officials returned to Washington impressed with the amount of time 3M senior executives devote to the management and development of their employees, and the high morale and pride of both executives and employees in their company.

17 more companies

In the second initiative, immediately following the Management Council visit to 3M, a three-member team from the Department, consisting of Arthur Woodruff and Kerry Wiener from the Director General's Office and myself, visited the headquarters of 17 other top-rated firms across the country to examine their management development practices. Our visit was arranged by the Executive Council on Foreign Diplomats, a privately-funded organization that provides opportunities to U.S. Foreign Service officers and foreign diplomats to learn about the private economic sector in America.

Our original mandate from State's Management Council was simply to study management development programs, to see whether some practices could be used in the Department. We discovered very quickly, however, that we couldn't look at a corporation's program in isolation: management development is tightly integrated into a company's entire personnel management structure and philosophy. This is so, we found, because these firms have decided that *the most effective way to maximize profits is to identify and de-*

'To maximize profits ... develop managers'

At 3M, Under Secretary *Ronald I. Spiers*, center, is flanked, on his right, by the corporation's *Harvey F. Ernest Jr.* (far left), who is national market manager, and vice president *Donn R. Osmon*, and on his left by *Joan Clark*, assistant secretary for consular affairs, and the author.

velop managers who will generate high productivity and loyalty among employees.

We therefore had to include in our discussions such diverse topics as how a firm develops and disseminates its corporate "culture" and values, how it identifies, develops, and selects from a pool of talent for every management level from the chief executive officer to the first-time supervisor; how a corporation develops and implements "succession planning" (its replacement program for executive positions); how it appraises performance, evaluates potential and develops careers; and how it recruits new employees. We also looked at whether the firms employ a "fast track" approach and, if so,

Personnel management is decentralized

whether employees not on that track have a relevant, alternative career track.

The 17 corporations represent a wide range of business activity. They included financial institutions, consumer product manufacturers, service companies, oil companies, and high-technology companies deriving a majority of their sales from the Government.

Decentralization

Nearly all the corporations we visited have decentralized their operations, giving divisions and operating companies substantial autonomy. Operating decisions have been delegated to business units. The corporate entity usually contained only centralized services needed by all operating units, such as legal services, human resources management and central finance. These firms have eliminated senior positions

and taken other steps to decrease bureaucratic layering at the corporate level, in order to improve direct communication with subordinates and speed up decision-making.

Some firms, such as IBM and GE, had long-established, highly-regarded management development programs that have served as models for those developed by other corporations. Others were in the initial stages of implementing their management development programs. Some of these programs were run entirely in-house, others employed outside consultants. Some programs included substantial in-

Executives: a personal relationship with juniors

put from psychologists; others had almost none.

Our findings, presented below, should be considered as derived from the companies we studied. They're not necessarily representative of the private sector as a whole.

General principles as to people

Executives of these firms, from the chief executive officer and senior vice presidents down to first-time supervisors, spend from 15% to 25% of their time exclusively on people management issues. They schedule regular meetings to talk about "up-and-coming" people who are two levels or more below them. They decide on promotions, review succession plans, discuss career development and next assignments for managers on the way up, and they recruit on college campuses. They look for ways to acquaint themselves personally with junior and mid-level

people.

Many of the corporations expend a great deal of effort to develop or revise statements describing their corporate values and traditions (a description of their "corporate culture," another widely used corporate term). The firms acknowledge that often these statements come out sounding like motherhood and apple pie, but are convinced the effort helps build employee identification with the corporations, thereby

3 to 5 names are on lists for each vacancy

contributing to greater loyalty and higher productivity. One firm, in fact, credited employee support for its statement of values with helping the firm survive a difficult divestiture of a major operation.

Corporations use both discipline and incentives to emphasize the importance of managment development. Managers, in their performance evaluations, are rated on how well they develop their subordinates. Those who demonstrate an ability to develop and manage subordinates are rewarded though the company's incentive system, or through higher compensation.

Several firms regularly use attitude surveys to measure how well employees think management is doing, and to indicate areas where management should focus attention. Results are published in company magazines.

Stops on corporate tour

These are the 17 corporations that played host to the three-member management team from State:

—Peat, Marwick, Mitchell & Co., New York.

—Bristol-Myers, Co., New York.

—Citibank, N.A., New York.

—Beneficial Corp., Peapack, N.J.

—Manufacturers Hanover Trust Co., New York.

—Morgan Guaranty Trust Co., New York.

—PepsiCo, Inc., Purchase, N.Y.

—International Business Machines Corp., Armonk, N.Y.

—American Can Co., Greenwich, Conn.

—General Electric Co., Fairfield, Conn.

—Rockwell International Corp., Pittsburgh.

—Aluminum Co. of America, Pittsburgh.

—Dart & Kraft, Inc., Northbrook, Ill.

—Chevron Corp., San Francisco.

—Atlantic Richfield Co., Los Angeles.

—Hughes Aircraft Co., Los Angeles.

—Ryder Systems, Inc., Miami. □

Willard A. DePree, State's director of management operations, at 3M.

Management development programs

Most firms have developed some manner of succession planning to identify potential replacements for executive-level positions. The firms begin succession planning by analyzing

'Companies are very much aware (of) cronyism'

their top executive positions for required job experience and the personal and management competencies expected of executives who fill them. The chief executive officer and senior vice presidents, in conjunction with human resources managers, meet and discuss rising executives one and two levels below them, and draw up lists of potential replacements for each position. The replacement lists (called the "bench" in corporate jargon) are frequently updated, and usually contain three to five names for each position. In at least one firm, each list must contain the name of at least one "high potential" person presently ranked two levels below the position. The process is repeated for subsequent levels. The implicit initial questions of who gets into the senior executive positions and what qualifications are needed drive the firm's personnel system, its management development program and its recruiting practices.

Performance appraisal, evaluation of potential and career development planning are the responsibilities of line supervisors, not a central personnel system. However, human resource managers, who are almost always professionals, play an important supportive role in corporate management development. In most firms, they maintain the succession planning lists, monitor the

performance evaluation process, analyze positions for functional content and requirements, evaluate future assignment recommendations against those positions, track employee performance and career development, and identify and schedule, in conjunction with supervisors and employees, formal management training programs. There's a great deal of consultation between the human resource managers and the line supervisors, and between the managers and those at senior executive levels.

The corporations identify people with management potential early in their careers. Generally, an employee can expect to spend the first four to five years developing job skills before being considered for a first supervisory position.

The companies report that about 80% of management development is accomplished through on-the-job training, and the other 20% through formal training.

The firms generally accomplish the on-the-job portion of management development through a system of mentoring. Responsibility for development of managers rests with line supervisors, who work in conjunction with human resource managers. However, companies are very much aware that mentoring can lead to cronyism, and have developed a variety of ways to diminish that effect.

Much of a company's formal training program for junior and mid-level managers focuses on how to manage people. Most corporations prefer to develop their own training programs in-house, and do little with outside training. Some firms have elaborate training programs, tailored to a particular job and level, so that some training is done at almost all levels. Some companies require that managers have at least one training course per year, even though that course may be only a few days in length.

In addition to identifying first-time supervisors for management development, most corporations make an attempt early in the careers of employees to identify those with high potential. The goal is to identify future *leaders* of the company, as well as good managers. There is no visibly designated "fast track," but high potential people are identified as a group and given developmental and stretch assignments, faster promotions and extra compensation for good performance. All firms with these programs treated them as only a small part of a larger management development program.

Difficulties with the 'fast track'

Many of the corporations are deeply concerned about problems associated with a visible "fast track" program. Obviously, there are questions of equity and effect on morale ("fast track" implies that if a person's not on it, then he or she must be on the "slow track"). Some companies are rethinking their high-potential development programs, afraid that employees so identified may be moving through the "system" too rapidly and, as one executive put it, "missing important opportunities to stop and smell the roses that make for more rounded people." Most of the firms with a high-potential program provide alternate and meaningful careers for competent employees who fall out of that category.

Several corporations employ a dual career track to maintain their technological base, and also meet their broader corporate management needs. While these firms provide meaningful careers for both their specialists and generalists, employees must show that they can manage people if they wish to move to corporate-level management positions.

Performance appraisal

There is a nearly universal practice among the corporations we visited to consider performance evaluation as only one segment of a larger professional development process. More important segments of that process are evaluation of potential and career development planning. Most companies relate performance appraisal more directly to changes in an employee's compensation than to promotion to higher executive levels. Promotion incorporates consideration of a number of other factors which, depending on the firm, may include assignment history (including lateral or cross-functional assignments, but particularly whether and how well an individual has performed in stretch assignments), and whether an employee has developed skills (e.g., leadership, administrative, mangerial,

interpersonal, communication, cognitive) beyond specific job knowledge.

Nearly all the corporations agree that the biggest problem in evaluating performance is the desire of people to avoid having to state negative things about a subordinate, which results in inflated and distorted ratings. The companies employ a variety of means to deal with this problem. One is to consider evaluation of potential and career development as a confidential process. Some firms use a forced ranking system, in which supervisors aren't allowed to rate more than 5%–10% of their subordinates as "exceptional." Other companies use a "forced vote" system, in which competencies must be rated in descending order from strongest to weakest. Still others broaden the evaluation process to include statements by colleagues and subordinates, or self-rating by the employee.

There is no perfect employee evaluation form. Although there's variation among forms used by the firms we surveyed (ranging from forms as long as the one the Foreign Service uses to a piece of blank paper), most firms use a form which is organized along lines much the same as ours. In most of the companies we visited, however, performance appraisals are reviewed by supervisors in succession at least two levels higher than the rating officer.

Performance evaluation: part of a larger picture

Most corporations de-emphasize performance appraisal narrative. Some allow only enough space for a sentence or a phrase. This practice may be due in part to an attempt to control useless rhetoric (one human resource manager stated to us: "If you ask the right questions, managers will be able to tell you more about a rated employee by checking a block on a scale than you normally can get from narrative"). It's also consistent with the emphasis in the private sector on oral and confidential evaluation of potential managers by several layers of supervisors, and a greater emphasis on career development than on performance.

Employee weaknesses are candidly evaluated, and supervisors, together with human resource managers are required to develop programs to help an employee improve in noted areas. In some companies, the next review session by management includes a presentation by a supervisor to his seniors of what steps were taken to remedy a subordinate's deficiency, and the results.

'There's no perfect employee evaluation form'

At Hughes Aircraft Co. in Los Angeles, *James Stoutenberg*, who heads the Executive Council on Foreign Diplomats, speaks. On his left is *David Barclay*, Hughes' director of human resources development. Others, from left: State's *Arthur Woodruff*, Hughes' senior vice president *George Todd* and Northrop Corp. vice president *Harry Deffelbach*.

Many corporations use different evaluation forms for different levels of employees. The higher the position, the more emphasis is placed on "people management" skills. This reemphasizes the credo shared by all the firms we surveyed: management and development of people is intimately related to bottom-line results.

In these firms, next assignments in the management development program are closely tied to recommendations made by supervisors, and most firms seek to train their managers in more than one functional specialty. Corporations employ a variety of means to accomplish this, ranging from an open assignments process similar to that of the Foreign Service, to a completely closed system. They seek to move their people between operating companies or divisions, and geographic locations. Almost every firm uses stretch assignments as much as possible, and particularly for their high-potential people. The technological and organizational makeup of a company permitting, people in a management development program are expected to have a number of lateral assignments before promotion to a higher level.

In some corporations, division or other unit managers are required to "produce" a specified number of potential future managers for "export" to other divisions of the company for broadening assignments. The companies almost universally acknowledged that hoarding of good people by divisions or operating companies can be a problem. Here again, discipline and incentives are used to discourage

During break at 3M, *Under Secretary Spiers*, center, and the company's *Harvey F. Ernst Jr.* listen to director general *George Vest.*

hoarding and its corollary, the "turkey transfer." Corporations which had the most success in maintaining movement of potential managers through the company usually cited a willingness of senior management to intervene and a strong human resources management role in monitoring career development of future managers as key elements.

Recruitment

Almost all of the surveyed corporations rely on company managers rather than outsiders to recruit on college campuses. Many require managers to spend one or two weeks in recruiting interviews every year.

Most companies place much more importance on motivation and a record of achievement, particularly in outside activities, on the part of recruits than on grade point averages. To illustrate, one firm in recruiting looked for these characteristics, in descending order of importance: high motivation, analytical ability, communication skills, demonstrated leadership in extracurricular activities and grade point average.

Not much narrative on evaluation forms

Applicability for State

We believe that our experience in the survey bears out the Secretary's view that State can profit by finding out how successful corporations are addressing questions of personnel policy and practice. Despite the fact that a corporation exists for a purpose much different than the Department's, many of its "people management" problems are similar to those confronting our own managers.

Based on what we observed in the private sector, our team will be making a number of recommendations to the Management Council regarding practices that we believe can be applied in the Department. We believe the many can, for there's similarity between some of our own practices and those of the firms we studied. For example, the selection processes for career chief-of-mission candidates (the Deputy Secretary's Committee) and for deputy chiefs of mission (the Deputy Chief of Mission Committee) manifest many characteristics of private-sector succession planning. Moreover, the Department is taking steps, such as restoration of interfunctional promotions for mid-level officers, to implement its own executive development program.

2 pieces of advice

In making our recommendations, we'll keep in mind two items of advice we heard at every firm we visited:

The implementation of a successful management development program requires a clear and enduring commitment from the very top of the organization. The interest of the Secretary and members of the council in improving the management and development of Department employees is well-documented, we believe. However, officials of many companies told us it took them several years to design and implement a management development program extending down to first-time supervisors. In the Department, this means that our recommendations must deal with the question of how best to provide continuity as we develop our own program.

It's the 'culture' that counts—State's, too

A management development program must be adapted to the "culture" and traditions of the organization. In firm after firm, for example, we were told that "IBM's management development program is one of the best, but it wouldn't work if applied wholesale in our company." Each firm has developed its own. In the Department, we have statutory and regulatory constraints that don't affect the private sector, to say nothing of domestic political factors. We also have to manage two different personnel systems, the Foreign Service and the Civil Service.

Even if these factors are taken into account, no management development program will work if the participants don't "buy in": the professionals whose careers are being developed must be convinced that the system is sound and fair. These factors will very much be in the minds of State's managers in the next few weeks as they examine our findings and recommendations to see what can fit and what can't. ■

News Highlights

Ambassador to Austria: Pentagon's R.S. Lauder

President Reagan has announced his intention to nominate Ronald S. Lauder, deputy assistant secretary of defense for Europe and NATO policy, as ambassador to Austria. He would succeed Helene A. von Damm in Vienna. The nomination would require Senate confirmation.

Mr. Lauder

Mr. Lauder has been at the Pentagon since 1983. Before that, he was chairman of Estee Lauder International, a cosmetics firm, 1982–83. He was an executive trainee in the firm's Paris office, 1967. He also held various managerial positions, including executive vice president, in the New York office, 1968–83.

Mr. Lauder was born in New York on February 26, 1944. He received a degree in French literature from the Sorbonne, University of Paris, in 1964; a bachelor's from Wharton School, University of Pennsylvania, 1965; and attended the University of Brussels, 1966. From 1966 to 1974 he served in the Coast Guard Reserve. His foreign languages are French and German.

Mr. Lauder is a member of the United Service Organization, Metropolitan Museum of Art, Museum of Modern Art, Mount Sinai Hospital, the Lauder Foundation and the Joseph H. Lauder Institute of the Wharton School, University of Pennsylvania. He is the author of "Fighting Violent Crime in America."

He is married to Jo Carole Knopf Lauder. They have two daughters, Aerin Rebecca and Jane Alexandra. □

Canada's Cole switches to U.S. diplomatic corps

The Canadian Foreign Service lost an officer when Marcia Cole resigned, but the American Foreign Service gained one. A former immigration officer in the Canadian corps, she married U.S. Foreign Service officer Harry Cole, then was appointed to the American service.

"My first assignment when I joined in Canada," Ms. Cole says, "was in 1973 to Lisbon. I met my husband there. He was a vice consul, and we were doing similar work." They were married in 1975. Four years later, she became a naturalized American. After taking the U.S. Foreign Service officer examination, she was accepted into last January's class. Her first assignment was Jakarta, where her husband is.

On the differences between the two services, she says: "The American is much larger—it has a regulation for everything and someone to handle each area, for example, housing officers. There's no one to help you find housing in the Canadian service. There's no school like the Foreign Service Institute, so language training is limited. There's nothing like the Overseas Briefing Center in the Canadian service.

Ms. Cole

"In Canada, the orientation is one year. After four months in Ottawa, you go to a post for a training period, and then you go on a two-month cross-Canada tour. The Canadians say: 'How can you represent Canada if you don't know the country?'"

Ms. Cole has accompanied her husband on assignments in Washington, Madrid and Jakarta, so she's accustomed to representing the United States. "My husband has always treated me as part of a team," she says, "so I feel the Service is something I married into, not something that I'm coming into new."

—DONNA GIGLIOTTI □

Habib is back again

President Reagan has appointed veteran diplomat Philip C. Habib as his special envoy for Central America, succeeding Harry Shlaudeman. Mr. Habib, a retired Foreign Service officer, was the President's personal representative to the Philippines in February. □

Summer hiring at State is curtailed: no funds

Because of budgetary reductions, the Department will not offer a domestic summer clerical employment program this year. With the exception of the affirmative action intern program, all intern programs have been canceled. However, said a Department Notice of March 11, bureaus may continue to hire domestic part-time, temporary and intermittent employees during the summer, under certain conditions. □

Women's History Week

In observance of Women's History Week, March 2–8, a series of workshops were held in the Department. The topics were career and personal commitment, women in history, crime prevention, "The promotable woman—What makes the difference," and women in the Foreign Service. There also was an exhibit in the Department's Exhibit Hall. □

Hi! I'm your paycheck!

Your Government check for salary or tax refunds is acquiring a new look. It will display the Statue of Liberty on a multicolored background. And it will be printed on lightweight paper, replacing the familiar green punched-card check. Reasons for the change: more difficult to alter or counterfeit and more economical. □

Noontime talk: 'Positive Communication'

A two-part noontime talk on "Positive Communication and Assertiveness" will be given April 15 and 17, in Room 1912. Civil Service and Foreign Service employees and their spouses are welcome, and are encouraged to attend both parts of the program. This is the second program in a series being sponsored by State's Employee Consultation Service, the Family Liaison Office, the Alcohol Awareness Program, and USIA's Advisory Referral and Counseling Service. □

Plane tickets in Rosslyn

The Combined Airline Ticket Office has opened a new facility near the Foreign Service Institute. Hours are 8 a.m. to 6 p.m. for telephone reservations, and 8:30 to 5 for ticket purchases and pickup. The facility is at 1111 19th St., Suite 510—across the street from State Annex 15. The local phone number is 522-CATO; the nationwide toll-free number is 1–800–221–CATO. ■

At opening of Combined Airlines Ticket Office in Rosslyn, Va., from left: office manager *Douglas Lund*, Assistant Secretary *Donald J. Bouchard*, general manager *Charles A. Dinardo*, Pan American's *Dolores C. Welling*, Piedmont's *Cliff Gray*. The Rosslyn office is linked electronically to Main State and the airlines.

INTER-AMERICAN AFFAIRS—Assistant Secretary *Elliott Abrams* presents Superior Honor Award to *Janina Slattery*, chief of the trade division in the Regional Economic Policy Office. Daughter *Caroline Slattery* holds the award.

NICOSIA, Cyprus—At opening of the consular section, after major security improvements and remodeling. From left: *Christos Pourgourides, Paul Bartela, Pavlina Artistotelous*, Ambassador *Richard Boehm*, consul general *Carolyn Huggins, Eleni Papatheodoulou.*

On being posted to historic Jerusalem—it 'weaves magic'

'It's the only place where you work with both Palestinians and Israelis'

BY PRABHI GUPTARA KAVALER

The author is a Foreign Service specialist candidate. She has served as systems manager, Embassy Islamabad, and general services officer, Consulate General Jerusalem. Her husband, Howard C. Kavaler, is chief of the consular section.

I WAS ASKED recently in my Foreign Service orals: "Why is the Middle East important to the United States? Why do we support Israel? In doing so, don't we shoot ourselves in the foot in the Arab world?" Therein lies the paradox of Israel and the ambiguity that surrounds a posting in this land. I grappled with the question then, and I still do.

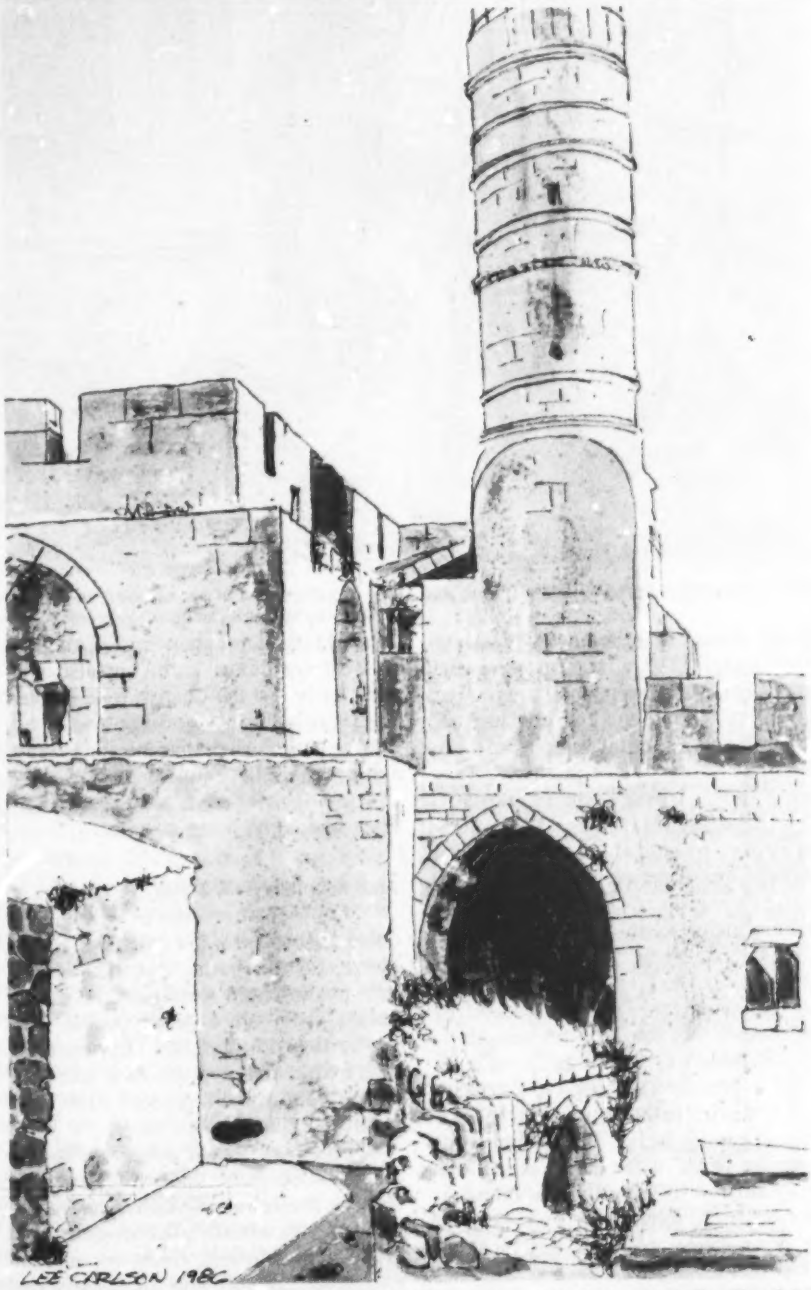
Ms. Kavaler

I first came to Jerusalem in 1982 as, in the colorful language of the Department, "a dependent spouse." I worked part-time at the consulate general. Two years later, when we left here for Islamabad, I did not understand the place any better than when I had first arrived. Today, a few months into a second assignment, the most oft-asked question is: "Are you glad you're back?" The answer is an unequivocal yes.

Jerusalem! That word has spelled magic since my very early Sunday-school days. And magic it surely weaves around you, if you allow it to. A little mystical, a lot confusing, emotionally draining, but boring? Never.

'100 ethnic hues'

This is a city where they say two cultures meet. The truth is far deeper. On the other hand, this is a place where a hundred ethnic hues melt to produce the Israeli, be it the Russian, the Ethiopian, the Yemeni, the American, the



Joining the Jaffa Gate is the Citadel (King David's Tower), once the fortress guarding Herod the Great's palace.

Two Arab women pass the time of day.

South American or even the Vietnamese* Israeli. Their Israeliness is very apparent—a unique people, aggressive, inventive, caring and full of chutzpah, as only their special history and circumstances could have produced. They are a people I have come to respect.

The Israelis wear their title proudly, even defiantly. I always thought that America was a melting pot until I came here. Back home, each ethnic group is so concerned about, God forbid, losing its cultural identity lest it be lost in the American mainstream! Here, I am astounded by the intensity of the need for and desire of individuals to assimilate. I once visited a moshav (a collective farm) inhabited with folks from my mother's village back in India. These immigrants came to Israel in the early '60s. I was truly amazed to learn that, in one generation (i.e., those who were born or grew up here), not only did they not know Malayalam, their native tongue, or wear traditional garb, but also had completely lost their native food habits. They knew almost nothing about the land in which their parents had lived and prospered for hundreds of years, and seemed not even mildly curious. They had come home to roost.

*Israel accepted several hundred Vietnamese boat people in the 1970s.

Arab hospitality—'it's true'

On the other side of town (you could almost call it the other side of the globe, for the distance isn't the half-mile but an entire world) are the Palestinians. They are a gentle people who are warm and hospitable. They open up their homes and give you their hearts as well. Heard of the legendary Arab hospitality? Believe it, it's true.

Like their Israeli neighbors across the so-called green line, which used to separate the Jews and Arabs, the Palestinians too aren't a homogeneous group. The Moslem Arabs are almost exclusively Sunnis and are clearly divided along educational and economic class lines. The Bedouins (the desert nomads) are a minority among the Moslems. However, they clearly state their presence in the city in the colorful arts and crafts that are so abundantly found in the Old City souk. The Christians, the second largest group among the Arabs, are divided into almost all the known Christian denominations. There are Catholics, Greek Orthodox, Armenians, Copts, Syrian Orthodox and several Protestant groups—all fiercely guarding their own turf.

Visually, the city is a cameraman's delight. Watch the world go by from a roadside cafe: the pale Hassidic Jew, sidecurls and all, quaint in his medievalness, pushing a baby cart accompanied by the wife in long skirt and wig; the ruddy-complexioned Arab, in his kaffiyeh and robe, fingers busy at his worry beads, equally enticing; the kibbutznik in his shorts, girlfriend in tow; monks in black cassocks and hats, scampering along the narrow cobblestone lanes of the Old City, dodging the heavily-laden donkeys and tourists; Arab women in their ornately-embroidered dresses, squatting alongside brimming baskets of fresh produce, the sun glinting off a gold tooth or two; Arab villages nestled in the Kidron Valley, their lights winking in the gathering dusk. . . . The images go on and on and on.

'Contradictions'!

In this milieu I try to place and understand the other reality: the young mother from a West Bank settlement, pushing a twin baby carriage with a mother's paraphernalia on one shoulder and an Uzi on the other—celebrating life on one hand, yet prepared to take one away; the Arab trader, ever-ready with sweet tongue to lure the unwary pilgrim; "topless" beaches juxtaposed with the ultra-Orthodox Jewish male, who turns his back while speaking to a woman, lest he be tempted; the mother who lost her second son in another war, yet who has not once been heard to say: "Why my sons?"; my husband's barber who so innocently wears the concentration camp number seared on his wrist; the Palestinian-American who

Hasidic Jew at the Temple of Jerusalem Western Wall, once known as the Wailing Wall, where Jews from the world over gather to pray. Some place written pleas and prayers into the spaces between the huge stones.

must leave here every several months when his Israeli visa expires, so he can come back and stay a while longer in the home in which he was born, and where his family has lived for generations. This is in contrast to the Israeli-American, who can live here unchallenged because he has "inherited" *Eretz Israel*. Contradictions! Contradictions! Contradictions! Where does one begin to make sense of all this? At best, it's like a jigsaw puzzle that is slowly falling into place.

There is much that's emotionally draining here, yet there is also much to sustain the soul: music, entertainment, films, concerts, theater, piano bars, restaurants and a great deal more. Some of the world's best performers come here. For a fraction of what it would cost at home, you can pursue a never-ending romance in whatever area you choose—from archaeology to Islamic architecture. Physically, the setting is dazzling. Set at the edge of the Judean desert, amidst rolling pine hills, this is a city of minarets and domes, as well as modern buildings.

Tensions

The pivotal issue that makes or breaks a tour for us is the people we meet and work with. This consulate general is perhaps the only place where Americans work with both Palestinians and Israelis. It's almost as if you have one foot in the Arab heartland and the other in the Jewish one. We have both Israeli and Palestinian friends. For some of them we are no longer just friends but are family. We have shared some of their deepest sorrows and their greatest joys, yet not once have we been able to invite the two together to our home. That in a nutshell is the tragedy of the Arab-Israeli conflict. On either side, scratch the surface and the political issues of the day come surging out. All you can do then is sit aside (you are no longer relevant) and watch the walls build up—solid, unshakable and seemingly indestructible. This is the heart of the Holy Land, where centuries-old hatreds, dreams and desires fuel daily existence.

As a member of a Foreign Service family serving here, you quickly learn to accept these seemingly unchangeable facts; then you begin the long trek to finding your own little niche. Finish discovering what the tourist, the pilgrim, the historian, the nudist and the others come here for, then sit back and attempt to understand this place and its people, who so freely invite you into their homes and lives. Try and catch a glimpse of the forces that dictate life in this, the most unique of all cities. Then, like us, you'll be glad you came here. ■

Money quiz

Q—What interest do U.S. savings bonds pay?

A—Your bonds keep pace with market rates. There's no limit to how much you'll earn. And your savings are protected from market downswings with a guaranteed minimum return of 7.5%. All this for as little as $25, which is the price of a high-interest-bearing $50 U.S. savings bond. □

Medical Services

At some posts you have the doctor, the nurse—and that's all

This is 'one of the risks for Foreign Service people'

Judy Canny, nurse in Ouagadougou, brings her son to see *Dr. Hasse*.

Dr. Hasse, right, and *Robert Forward*, a pilot in Bamako, check the map for a possible evacuation.

A patient in Bamako explains her problem to *Dr. Hasse*.

IN BAMAKO, Mali, a pregnant American woman lies in a hospital bed in the embassy health unit. She's in so much pain she can hardly stand up straight. Along with her husband, she awaits word from Dr. Al Hasse, State's regional medical officer, and her only link to adequate medical care in this West African nation.

Dr. Hasse is in a difficult position, but one that's common to medical officers in underdeveloped areas. He has tentatively diagnosed the woman's illness as an ectopic pregnancy—that is, the fetus is implanted outside the uterus, and her life could be in danger. She needs specialized medical care that isn't available in Bamako. Dr. Hasse must get her out of the country and to a hospital—quickly.

Not all of State's 40 regional medical officers have to arrange to have patients evacuated before their conditions worsen. Some of the doctors are stationed in areas like Europe where medical facilities are reliable. In fact, at those posts, nurses often run the daily operations of the health unit and State's physicians visit perhaps twice a year. Not so in Bamako—or in Ouagadougou, Burkina Faso, either, the other post in Dr. Hasse's region.

"Medical problems are one of the risks for Foreign Service people in these primitive areas," he says. "Sometimes we suffer from a lack of supplies and resources, a lack of available specialty consultants and a lack of a team to work with. So the odds of an adverse effect go way up. People here know that, and they get very concerned when they have medical problems."

For example: A mother in Bamako who intended to give her daughter cough syrup mistakenly gave her iodine that was used to wash vegetables. When she realized what she had done, she called Dr. Hasse immediately.

I wasn't all that familiar with iodine poisoning," he recalls. It's very rare, and there's no poison control center here and no adequate hospital. So I emptied the child's stomach, then did a few calculations and determined that she had taken twice the lethal dose. I called the Office of Medical Services in Washington and explained the situation. Our people there checked with a poison control center and found that my calculations were right but that, since we had emptied her stomach, she probably would be fine. Of course, the mother was quite upset and scared, not only because she had made a mistake but also because she knows how limited our facilities are here. Fortunately,

***Dr. Hasse* in Bamako, with nurse *Leila Toko*.**

The pharmacy at the health unit in Bamako.

***Dr. Hasse* with a patient in Bamako.**

(Photos by Donna Gigliotti)

In Ouagadougou, nurse practitioner *Kris Labarre* conducts a class in cardiopulmonary resuscitation. *Dr. Hasse* is on her right.

In Bamako, medical receptionist *Florelle Chan.*

the girl is doing fine."

Doing with less

Dr. Hasse has the experience to handle emergencies with limited resources. In private practice for over 22 years, he worked as a volunteer and missionary doctor in Vietnam, Mexico, Guatemala and Guyana. His last Foreign Service assignment was in Liberia.

His embassy health units in Bamako and Ouagadougou have well-stocked pharmacies, and nurses he considers capable. In Bamako, nurse Leila Toko attends to patients, gives them advice and treats minor illnesses in Dr. Hasse's absence. In Ouagadougou, Kris Labarre is in charge of the medical unit and makes most of the decisions, since Dr. Hasse visits only about once every six weeks. Nurse practitioners

Dr. Hasse teaches a safe-haven course for employees in Bamako.

like Ms. Labarre, who serve in isolated areas without a resident doctor, must be highly trained and skilled because they assume a great deal of responsibility for health matters at posts, the Office of Medical Services says.

But employees at posts often expect more than they can get in terms of health care, according to Dr. Eben H. Dustin, director of the office, who has served as a regional medical officer in Kabul, Monrovia, Vientiane, Saigon and Vienna. "Much of what we take for granted in the States is not available where Dr. Hasse is," he says. "We can supply some services there, but we can't do things like protect water supplies, control mosquitoes and bugs, and provide social services. In fact, places like Bamako validate the need for medical clearances. We don't want to send our people to places where their known health problems can't be treated."

Fasten your seat belts!

Accidental injuries can be especially dangerous where adequate emergency care is unavailable. Both Drs. Hasse and Dustin say that the number of such injuries would be reduced if employees and members of their families wore seatbelts. "I've been on a seatbelt campaign for a long time," says Dr. Dustin. "Traffic accidents are one of the principal causes of death in the Foreign Service." Dr. Hasse agrees: "If you have one bad accident in a place like Bamako you're in trouble." Dr. Dustin has asked Foreign Service

The embassy in Bamako.

Employees in Bamako learn to carry patient on a litter. From left: *Dr. Hasse, Herb Tyson* (partially hidden), *Brian O'Connor, Bill Twaddell, Caroline Coulibaly, Mary Simcox, Violet Diallo.*

inspectors to note the use of seatbelts by motor pool employees; Dr. Hasse checks all embassy vehicles for seatbelts. "And I try to see that they're kept clean, because people won't use them if they're dirty," he says.

Regional medical officers have many other duties as well that go beyond acting as the family doctor for the Foreign Service community. "They're public health officers, too," says Dr. Dustin. Dr. Hasse, for example, inspects for cleanliness at places where food is served, like the embassy snack bar and the Marine kitchen. "The medical officers also have a liaison mission with local health care officials," says Dr. Dustin. "They need to be in touch with the conscientious minister of health who's candid and who'll tell you about a cholera outbreak in your area. They also visit local hospitals to assess their capabilities."

Dr. Hasse with a patient in Bamako. At right is nurse *Leila Toko*.

General services officer *Will Moser* donates blood for a patient who may need it.

Waiting room at the medical unit in Bamako.

Doctors as teachers

Educating Foreign Service people is another part of the medical officer's job. "Each post has its own health and information sheet that's updated every year," says Dr. Dustin. "It tells people, for instance, whether they need to boil water before drinking it." Medical personnel also teach courses on first aid, cardiopulmonary resuscitation, safe-haven emergency care and public health issues.

The crisis that Dr. Hasse faced with the pregnant woman continued. An international air ambulance service flew into Bamako with a doctor and transported the woman to a hospital in Abidjan.

A few days later, Dr. Hasse accompanied her to a hospital in Paris where surgery was performed. She recovered and has returned to post.

—DONNA GIGLIOTTI ■

References to the medical case cited here are being made with permission from the couple involved.

Ask Dr. Dustin

Q. WESTERN EUROPE

There's been so much written recently about dietary fat and prevention of heart disease. I'm now 45 years old, always fighting the battle of the bulge (I stopped smoking two years ago) and would appreciate your advice on my diet.

A.

To summarize, there are three important "fat facts" to remember. *Fact 1:* Polyunsaturated fats lower blood cholesterol. They're found in liquid vegetable oils such as sunflower, safflower, corn, soybean and cottonseed oils. Olive and peanut oils are monosaturates and neither raise nor lower blood cholesterol. *Fact 2:* Saturated fats raise your blood cholesterol. Avoid foods high in saturated fats, such as heavily-marbled beef, pork, lamb, whole milk products and butter, many solid and hydrogenated (saturated) vegetable shortenings, coconut, coconut oil and palm oil (often used in commercial baked goods). Foods low in saturated fats to include in your diet are fish, chicken (without the skin), lowfat and skim milk products, liquid vegetable oils and soft margarine. Foods very low in saturated fats include most food from plants, like fruit, vegetables (except coconut), grain and cereals. *Fact 3:* All fats have more than twice as many calories as proteins or carbohydrates (sugars or starches). One ounce of protein is about 113 calories (carbohydrates are the same, and that includes rice and potatoes), but 1 ounce of fat has 255 calories.

Q. WEST AFRICA

When my little boy had to be evacuated for further diagnostic and medical care, I gave our embassy nurse ample reason why we should be authorized travel back to the United States for this care. But our orders were written as "cost constructive" travel to our home vice Frankfurt, and I don't understand it.

A.

The Department's legislative authority for medical-evacuation travel states that we can medically evacuate persons at Government expense to the nearest "locality where suitable medical care can be obtained." Because some people would prefer to utilize the services of their own physicians, the regulations allow you to elect travel for medical care to other than the suitable locality, but you're required to pay the travel costs over and above the cost of travel to the nearest suitable facility—in your case, Frankfurt. By choice, you're responsible for "your share" of the travel costs.

Q. LATIN AMERICA

Why are we women advised to stay away from cats during pregnancy? I am planning to start our family in the near future and have a cat who has been with us for some time and is very much a member of the family.

A.

Cats have been implicated in the transmission of a disease called toxoplasmosis, which is caused by a parasite. Though it's seldom serious in adults, it can have serious side effects on a developing fetus, if the mother is infected for the first time during her pregnancy. The primary source of infection for the mother-to-be is cat feces. A cat who dines on mice, birds or raw meat is more vulnerable to the infection than a housecat who eats canned food or cooked table scraps. If a cat acquires the parasite, it will be passed in the cat's feces for about two weeks. During this time it can be passed on to people who handle the cat, especially those who handle the litter box. Although it's unlikely that a house pet can pose a threat to a developing fetus, I do advise the following precautions: (1) During pregnancy, delegate cleaning of the litter box to others. (2) At all times, use gloves and disposable pans or liners when cleaning a litter box. (3) Do not feed cats raw meat, and control their predatory instincts, if possible. (4) Wash your hands carefully after preparing raw meat and poultry. (5) Wash any surfaces touched by raw meat, carefully, with hot soapy water. (6) Cover the children's sandbox when it's not in use. (7) Keep stray animals out of the house and yard.

Q. WASHINGTON

I was recently medically evacuated, hospitalized and then assigned to "Medical Complement." What is "Medical Complement"? Who controls it?

A.

The Central Medical Complement was established specifically for: Foreign Service people who are returning to the United States with a medical condition which precludes them from proceeding or serving overseas during the next 90 days; who are hospitalized or otherwise under treatment for 30 days or more; or who are only able to work intermittently while undergoing a course of treatment which will extend over a prolonged period of time. The Medical Complement is within the medical/administrative framework of the Office of Medical Services, and is controlled by the medical director. However, requests for assignment to Medical Complement are made by the Bureau of Personnel. This is because it isn't mandatory that persons be assigned to the complement

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This column by Eben H. Dustin, M.D., chief of the Department's Office of Medical Services, appears monthly in STATE. Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the editor, or to Dr. Dustin directly. In either case, your privacy will be respected; your post will not be identified. □

even if they meet the criteria. It's merely one administrative method of utilizing a person who isn't able to occupy a funded position.

Q. MIDDLE EAST

I am frequently seeing articles in magazines about "midlife crisis." Is this something everyone experiences?

A.

Midlife extends from approximately age 40 to 65. This is a time of stock-taking, when all men and women assess themselves according to the goals they had set for their lives at age 25. Often in the Foreign Service these goals involve reaching a level of seniority by the time of retirement. When these goals are achieved, we feel affirmed by society and label ourselves a success. When our expectations aren't met, we experience feelings of failure and disappointment, and we may feel low in self-esteem, which can lead to depression. We ask ourselves: "What have I done with my life?" Healthy people are able to refocus and see life as a half-full glass as opposed to a half-empty one. At this midlife-crisis turning point, they ask: "Am I getting what I need and giving what I want to my family, relationships, work, and the community? How can I enrich my life in the time I have left?" A crisis is a turning point, and this is a time to grieve over the loss of one's youth and to come to terms with life and one's accomplishments—"to stop growing up and start growing old." Many people during midlife find themselves in the midst of difficult interpersonal transitions, such as raising teenagers, aiding one's aging parents, dealing with earlier-than-expected retirement, experiencing a marital crisis or beginning a new marriage and blending families, with the need to learn how to "step-parent." In midlife, we often experience some anxiety about aging and our mortality. You will need to take better care of your most important machine, your body, and treat it to regular checkups, exercise, good nutrition, adequate sleep and periods of relaxation. Our Employee Consultation Services (Room 2237, telephone 647-4929) is staffed by three clinical social workers who are available to help with problems in living, as well as to offer brief therapy for midlife crisis. □

Dr. Dustin's health hints

Child safety-seat sense

(Reprinted from Aide magazine)

On July 1, Wyoming became the 50th state to enact safety laws for children traveling in automobiles. It marked the culmination of a safety campaign mounted by parents, educators, insurance companies, physicians and legislators. That campaign had been gaining momentum since January 1, 1978, when the first child passenger restraint law went into effect in Tennessee. Now, with every young child potentially protected by safety laws and safety seats, it's hoped that automobile accidents will drop from their first-place position as the No. 1 killer of American children.

Still, child safety seats are only as effective as their proper use. Improperly used, they may not prevent deaths and injuries to infants and children. Indeed, used incorrectly, safety seats can sometimes be more dangerous than no restraint at all.

The National Transportation Safety Board reports that, according to its studies, child restraints are misused 64% of the time because of difficult-to-follow instructions for their use and parental carelessness. Misuse cases most often included children not being harnessed into the safety seat correctly and seats not being properly secured by the vehicle lap belt. In cases where the lap belt was routed improperly, 75% of the parents didn't know the routing was incorrect.

Safety seats are designed to spread the impact of a crash or hard stop evenly over the child's delicate body. When a moving car hits another object, or when a sudden, hard braking motion brings it to an abrupt stop, the occupants of the car keep moving forward—at the same speed the car was traveling—until something stops them. In a 30-mph crash, an unrestrained child can be thrown forward with a force 30 times its own weight. The safety seat is designed to restrain the child and allow him to "ride down the crash."

All child safety seats manufactured since 1981 must meet Government standards, which include dynamic testing in a simulated 30-mph crash. The laws are in place and the safety seats work—but only when used properly.

The most important guide for using a child safety seat is the manufacturer's instructions. These should be read, followed and retained, especially if you purchase an infant seat that will later convert to toddler use. If you pass on the seat to someone else when your child has outgrown it, pass along the manufacturer's instructions as well.

In addition, consider the following points when purchasing and using a child safety seat.

1. All child safety seats are designed to be used with automobile lap belts, in addition to their own harnesses and shields. Remember that the lap belt must be placed over or through the safety seat according to the manufacturer's instructions. Improper placement of the vehicle lap belt can weaken the structural integrity of the seat and cause it to rip apart in the collision.

2. All harness and lap belts should be "snugged up" after the child is in the seat. Some vehicle combination lap/shoulder belts permit free movement of the lap belt after it's buckled, which is undesirable for child restraints. To prevent this, a special locking clip can be purchased and should be used.

3. Arm rests add nothing to the safety features of a child seat and shouldn't be relied upon to protect a child. In 30-mph crash tests of seats with harnesses and arm rests, when the harness wasn't used, the "dummy" child slipped out from under the arm rest and was thrown from the car.

4. Lightweight household infant carriers or car beds shouldn't be used

in the place of safety restraints. They're not designed to hold up under impact forces.

5. When possible, child safety seats should be placed in the rear seat of the automobile. Center rear is safest.

6. Not all safety seats will fit into all cars, so try before you buy. When purchasing, look for a seat manufactured in 1981 or later that suits you, your child and your car.

7. A number of designs in infant and child restraint seats are marketed. Whatever you purchase, it's essential that you use all the functions of the seat. (If it has a top tether strap, for instance, you must be willing to properly anchor it.)

8. Foreign Service personnel should include a recommended car seat in their planning for a post. A car seat can be included in a layette if there is a baby during an overseas tour. □

Alcohol Awareness Program

'I am finally growing up emotionally'

The following article was contributed by a Foreign Service officer, who tells how he began to win his fight against alcoholism.

Three years ago, every aspect of my life was unmanageable. My career, my marriage (not my first), and my finances were all a shambles, and I had a neurological disorder that had not responded to a host of treatments over the previous five years. What had been a fairly constant state of anxiety and depression for years was suddenly becoming a more serious depression. So on Christmas eve I went to see a psychiatrist, telling him I was coming to the end of my rope.

I told him my life history, my current situation and my symptoms. I also mentioned my drinking pattern over the years. I had been concerned from time to time that I might be an alcoholic, and also suspected that my physical ailment might have been caused or aggravated by drinking. I had been drinking on a daily basis since graduating from college but rarely woke up with more than a slight hangover, except following those "special" occasions when I had such a good time that I didn't remember all of it—or where I had parked the car. I had long ago switched from martinis and scotch to beer and wine, and almost always controlled my intake. Because of my constant low-level anxiety and body tension, I couldn't bear feeling more than a bit shaky the morning after. I had mentioned to a psychologist friend of mine once that I thought drinking beer and/or smoking pot made my physical problem worse. He said: "Well, don't drink beer or smoke pot." I dismissed this as a narrow approach to an obviously complex and deeply-rooted problem. I did stop a couple of times for brief periods, but never saw the kind of improvement I felt warranted the sacrifice.

Just in case I might have been wrong, and having become far more desperate, I gave the psychiatrist a fairly accurate account of my habits. I was relieved that he took a broader view than my psychologist buddy and that, except for denying my request for mood-elevating drugs, gave no hint that he thought I ought to give anything up. Thank God that with all my other worries, I didn't have to risk becoming needlessly sober! At least I was still able to do a decent and often commendable job at the office, spurred on by the thought that at the end of the day I would be able to reward myself and unwind just like everybody else.

The psychiatrist helped a great deal over the next several months. I was hopeful again and regained my ability to cope. There was improved communication with my wife and at work. The part of the world I was involved with suddenly became "hot," so my job was more rewarding too. That, and some improvement in my physical problem, occasioned more liberal unwinding at the end of the day, which didn't leave much time for coming to grips with my deepening financial woes. In fact, paperwork was such a problem for me that I was five months late in filing for a badly-needed tax refund of several thousand dollars. Virtually every night, I left work inclined to forgo unwinding that night in order to get things squared away, but I always reconsidered in favor of a few beers. This was increasingly difficult to explain to my therapist, so eventually I got my tax return filed and life was good again.

I continued to gain valuable insights into my mental state and to appreciate the unworkability of the marriage I was in, but my ability to cope with my problems, let alone take any corrective action, started waning again. I scraped together enough for a retainer on a bankruptcy lawyer, but I was having trouble getting the paperwork together in order to file.

Then one Sunday, I had another "breakdown in communication" with my wife. I felt like getting drunk over it, but I was already pretty "buzzed," so I was really at a loss. It finally hit me that I had entirely lost control of my life. I was suddenly sick and tired of being sick and tired. I concluded that even though drinking was not the problem, that was really the only thing I might be able to change. I thought of a colleague of mine who had turned his career and life around completely. I remembered offering him a beer several years before and his turning it down, telling me he was a "recovering alcoholic" and a member of "AA." The next day I called the Alcoholics Anonymous desk, and it directed me to a meeting in my vicinity that night. I went through that day at the office pretty shaky, with the usual sweaty palms, slightly sick to my stomach. But I had a strong feeling that I never had to feel that way again. I prayed that I was right.

On the way to the meeting, I looked in the window of a posh hotel restaurant, tables set with beautiful china, silver and wine goblets. I had a deep sense of loss. I was forsaking the "good life" forever. Or at least until the psychotherapy took hold and my life returned to "normal." In the meantime, I was ready to take the harsh punishment of total abstinence from the only thing that had given me real pleasure

for so many years.

I was filled with dread, and the walk to the meeting couldn't have been long enough to suit me. I wondered: Was I really doing this? Maybe I was jumping to conclusions. My hangover was gone. I didn't feel like an alcoholic. I didn't even feel like drinking anymore. Maybe I hadn't *really* tried to regulate my drinking on my own. I had vowed ahead of time to ignore all that mental chatter that had always rationalized doing the same thing year after year and expecting someday to get different results. I plunged in.

From my few meetings, I was astounded that I had never heard what AA was really like. I hadn't pictured or heard anywhere the wisdom and love being expressed as it was at these meetings. The good-natured laughter particularly surprised me. Much later, I was to see the truth of James Thurber's definition of humor: emotional chaos remembered in tranquillity.

Everyone seemed so articulate. Before long I realized that it was because these people were being completely honest about their problem of alcoholism. Once they admitted they were powerless over alcohol, they gained a real sense of freedom from the guilt and fear that I had come to accept as natural in my life. I wanted what I was seeing in these people. I had never before talked to anyone who admitted to being an alcoholic about whether I might be one. I heard the stories of people who had gone a lot farther down the scale than I had, but I also heard many variations of my own story. The meetings were both reassuring and fascinating. I could get things off my chest if I wanted, or just listen. I heard a lot of things that made extremely good sense to me, and I knew I was definitely where I belonged.

I wish I could report that all my problems evaporated as soon as I joined. But actually it's probably all the more miraculous how quickly and profoundly my life did change. I took it on faith that it would "get better" if I would just "keep coming back," as many were telling me. To me, that meant that once my marriage and my financial situation came right-side-up again, I would get my share of serenity. I was not expecting the quality of my life to change as quickly as it did, in spite of most circumstances staying the same. My attitude about life changed dramatically, and, suddenly, I had enough power to do what needed to be done. And there was plenty to be done. Unfortunately, the years of wanting things to be easy but making everything difficult began to catch up with me.

But first came the blessed process of physical recovery. Tension I took for granted all my adult life began to drain away. My eyesight improved. My deodorant stopped failing. I didn't need Valium or Alka-Seltzer. My palms dried up. The fog lifted from my brain. I no longer had to avoid scheduling appointments on Monday mornings because I might not be "fresh." I took further encouragement when someone told me that the physical recovery process would go on for several weeks or months, depending on how long I had been ingesting my favorite brand of poisonous depressant on a daily basis. With typical alcoholic thinking, I mused once that it was too bad I hadn't abused alcohol more or spent a larger percentage of my income on it. I'd have a greater degree of recovery and more extra money now.

The most astonishing thing was that the desire or the need to drink had been entirely lifted from me. I had expected to struggle with this indefinitely. Maybe I wasn't what you'd call a real heavy drinker, but 90% of my thoughts had been about alcohol. It dictated my choice of friends, how I spent my leisure time, what restaurants I went to, what social events I attended and which ones I left early or avoided. I found it hard to believe that I could live—let alone enjoy—a life without drinking. At the point when I first realized that I could, it was only the beginning of feeling, as they say, "happily and usefully whole again." Compared to all the effort I had put into straightening out my life before, I felt like I hadn't really done anything to get this marvelous gift of sobriety. I just did as was recommended: I didn't drink—a day at a time—and I kept going to meetings.

As I said, many problems got worse. While I agonized over whether or not to resort to bankruptcy, my car was repossessed. I was able to redeem the car within a few weeks, and as the fruits of sobriety began multiplying in my life, I found increasing strength to face problems and situations that had baffled me. I had to come to grips with a bad marriage. We tried everything, but it was hopeless. I gathered the courage and the resources to split up. We recognize now that it was the best course for both of us, but it has been extremely difficult to work out and not something I could have faced without sobriety.

Through all this, my life has continued to get better day by day, mostly in a spiritual but also in material ways. I was given a commendation award and got promoted a year after I got sober. I didn't have to declare bankruptcy, and in fact the fear of financial insecurity is gone for the first time in my life. And my credit rating is back.

These things are nice, and more than I seriously hoped for two years ago. But what I am most grateful to have gotten from the fellowship of Alcoholics Anonymous is the peace of mind I had always yearned for. I have a deep sense of well-being that doesn't depend on having all my problems solved or on what I achieve materially. My sense of direction has been restored. I've learned to distinguish between pleasure and joy, and there is much more of the latter in my life than I have ever known before. I am finally growing up emotionally and enjoying healthy, nurturing relationships with friends and family—including my AA "family," where I have found some of the closest friends I will every have. We share the bond of suffering from a common problem—the disease of alcoholism—but more important, we share a common solution: AA. We don't have to drink ourselves to death or insanity, and we're living to experi-

ence the truth of C.S. Lewis' observation that if you've lived through hell, you can look back and call it purgatory.

If you think you have a problem with alcohol, get in touch with the Alcohol Awareness Program, Department of State, 647-1843 or 647-8804. Regulations require that all contacts with the program be handled on the basis of medical confidentiality. ■

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UNITED STATES SAVINGS BONDS

ISTANBUL, Turkey—Consul general *William E. Rau* and nurse *Linda Kutlu* open the new health unit.

HONG KONG—Consul general *Burt Levin* takes some ribbing at a black-tie dinner that raised $45,000 for charity. "Roast him!" his wife, Lily, urged the sponsors. They did. A mock telegram from Washington said: "Your request to have Hong Kong rated a hardship post has been denied." Mr. Levin replied: "On Thanksgiving it would be appropriate to have so many turkeys talking about me."

Politico-military analysis: For better or verse?

'One problem is how to hire or train poets'

BY JOSEPH F. CLARE JR.

The author is an Army officer on detail to the Arms Control and Disarmament Agency. He wrote this article for the current issue of Options, the publication of the Secretary's Open Forum, from which it is reprinted.

MY SUBJECT IS POESY and its neglected use in politico-military analysis. Scoff not! This is no tongue-in-cheek exposé. It is a serious attempt to define and illustrate a practical role for rhyme in the crafting of foreign policy. Stranger things have certainly been done!

Why poetry?

Consider the range of politico-military questions susceptible to poetic analysis. For example:

—The mysterious "disappearance" of Soviet leader Yuri Andropov in late 1983:

What's happened to Andropov ever
since that August night?
Is it 'diplomatic virus' that has kept
him out of sight?
Is it something Reagan said? Or did
Grenada give a scare?
. . . Or is he just embarrassed by the
KAL affair?"

—Soviet troop morale in Afghanistan:

We are the Russian soldiers of the lim-
ited contingent,
We hate it in the Hindu Kush where
rules are very stringent:
They make us sleep in tents on cots and
go on operations,
We have to stay a year or two and
don't get no vacations.

—On "Star Wars":

You would love the SDI if you're
Adelman, and try
To defend it on the Hill and on TV;
But if you're Gorbachev, you would
sure be better off.
Keeping outer space a zone of weapons
free.

In fact, it is difficult to imagine an analytic problem that would not benefit from a poetic approach. Poetry has the potential to sharpen analysis by helping officers define issues more clearly and succinctly. It also imposes discipline in report writing, forcing the policymaker to organize and present a thesis within

Mr. Clare

a prescribed format. Finally, poetic analysis has the potential—at least initially or in small doses—of capturing the attention of senior officials and helping significant items stand out from the "noise level" of routine reporting. This could be a real attraction to officers in the field who feel that nobody ever reads their cables.

A Kremlinological case study

Enough of glib generalizations. Let's examine the potential for adding the poetic approach to Kremlinology. Many other arts have been applied in the endeavor to understand the inner workings of Soviet society and, in particular, Soviet leadership: medical science to assess the health of Soviet leaders; political scrutiny of who stands next to whom; what awards are presented or withheld, and who makes particular speeches; and scholarly analysis of both major and obscure newspapers and journals. Poetry need not take a back seat to such uncertain techniques. In particular, poetry can avoid analyses which are too long and detailed for senior officials, and can help to highlight the uncertainty that is always present (but infrequently explicit) in Kremlinological analyses, as well as making alternative scenarios more manifest.

All of this will become clear if we examine the situation arising in the autumn of 1984 as a number of significant changes appeared imminent in the Kremlin. General Secretary Konstantine Chernenko was in failing health. Jockeying for succession had already begun. At this critical moment, Soviet Defense Minister Dmitri Ustinov, a key Politburo figure, also fell ill, and the potential transfer of the Defense portfolio assumed immense importance.

The number of issues and personalities involved in selecting a new Defense Minister presented a complex analytic problem. What was the historical precedent—would the most likely successor be a "political" or military figure? Would it be someone with a "special connection," such as Marshal Grechko's wartime association with Leonid Brezhnev, or someone who, like Ustinov, had professional expertise in the defense industry or military industrial commission (VPK)? What about the mysterious dismissal of Marshal Ogarkov as Chief of the General Staff? What about the age factor—was the long-anticipated generational transfer of power to come about? And finally, what about the military civilian relationship and the shadowy interplay between the impending military and political successions?

I suggest that only a poem could handle such complex issues. With this in mind, the following analysis undertakes to inform the senior executive about the issue and about some of the complexities involved in its analysis:

In the geriatric Kremlin things again
are looking grim,
And in Washington we're peering
through our looking glasses dim
To select a worthy leader for the peas-
ant Army Red
Since it seems as though it won't be
long until Ustinov's dead.
Who can take the place of Frunze,
Voroshilov, Uncle Joe,
Timoshenko, Vasilevskiy, Zhukov,
Grechko (Brezhnev's beau),
Malinovskiy and Bulganin, too, among
the chosen few,
And perhaps we'd mention Trotsky?
No! That really wouldn't do!
Such a line of predecessors is exceeded
only by
The contenders who are waiting for a
chance to qualify:
G. Romanov looks a winner (if it were
not for his name),
But he's arrogant, and then, perhaps,
he's out for bigger game;
Maybe Smirnov at the VPK will man-
age to win out
(Although keep in mind he hasn't any
Politburo clout);
Can Ogarkov make a comback? Or will
Sokolov bring cheer
To the septuagenarians who just won't
disappear?
Even Petrov, Akhromeyev, Kulikov all
have a chance,
Although everything depends on poli-
tics and circumstance,
Party-military tensions, the economy,
and such,
And the qualities unknown to us that
sometimes count for much:
(For remember in the Twenties when
Zinoviev and crew,
Kamenev, Bukharin, Trotsky all
thought they knew what to do,
And of how the game then ended with
their mournful requiem:
For they never thought of Stalin, al-
though Stalin thought of them!)
So don't waste your money betting on
who'll be the Commissar
For the Byzantine maneuverings could
lead to twists bizarre;
But it might be nice if we could wait
before we certify
A successor to Ustinov—till Dmitri
deigns to die!

Such a presentation concisely covers the relevant issues and meets the test of emphasizing uncertainty and alternative scenarios. Additionally, the exposition defers making any definitive "call" on the question under discussion—a primary goal of much politico-military analysis and policymaking.

Problems and prospects

Obviously, incorporating poetic analysis into the stuffy atmosphere of policymaking will be difficult. One problem is how to hire or train poets with substantive expertise or substantive experts with poetic ability. The latter is probably more difficult: It's hard enough to find candidates who can string together a coherent paragraph, let alone ones who can compose iambic pentameter. Then, too, one can expect resistance from the policymaking establishment, which will be slow to take poetry seriously. Much of this will stem from the inability of office and bureau chiefs to write in this new format, and a corresponding jealousy toward those who can. We could expect the line of "O, East is East and West is West . . ." to receive such caustic comments as "cite source" or "so what," and such editorial fine-tuning as "O, West is West and East is East . . ."

To break down the barriers, a number of approaches might be helpful and mutually reinforcing. These could include poetic aptitude tests for Foreign Service candidates; poetry appreciation and writing courses for entry and mid-level FSOs; poetry contests and lunchtime poetry readings (sponsored, perhaps, by the Open Forum); and the addition of poetry collections to the State and FSI libraries. Poetic progress, however, will not come easily. It will demand bold and innovative policymakers, and editors of courage and vision. I look to the Editorial Board of the Open Forum Options as a place to start. ■

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A word about prose in employee evaluation reports

'Write it as if it were an action memo to the Secretary'

BY JOHN R. MALOTT

The author, a Foreign Service officer, has held assignments in the Department, Japan and India.

WHEN I WAS SELECTED to serve on a promotion panel last year, I was aware of the complaints of previous panels about employee evaluation report (EER) "inflation." I found that the complaints were true. It *is* hard to distinguish among Foreign Service officers when so many are receiving good ratings. But what I wasn't prepared for was the wide variance in the *quality* of EERs. I soon became aware that it takes more than a good performance for an FSO to stand out. It also takes a good EER. This doesn't mean a laudatory EER (most of them are), but one that is well-organized and well-written, clearly demonstrating that an officer is ready *now* to perform successfully at the next rank.

Mr. Malott

During the time that we met, my panel and others review the files of as many as 600 officers. And because we were required to "read back" at least five years, many of us had to read at least 18,000 pages in a month and a half. During the initial reading, we probably could spend no more than 10–12 minutes on an officer's folder in many cases. That's only 20 seconds a page.

The goal

So think of an EER as one of the most important things you'll write all year. Write it as if it were an action memo to the Secretary. It must be well-organized, well-written and concise. It must grab and hold the reader's attention. Most important of all, it must have as its goal that it will trigger the "right" decision as to whether an officer has or hasn't demonstrated that he or she is ready for promotion now. In approaching that goal:

—Organize your thoughts well. You must reduce one year's performance to just two pages. Many EERs I saw—written by senior political officers and deputy chiefs of mission—didn't even have paragraphs. One wonders if they write their cables that way.

—Remember that the end-user of the EER is the promotion panel, not the rated officer. We of the panel may not know what you know. We come from all cones and bureaus, and from other agencies and the public, so all of us may not know the issues and the acronyms the way you do.

—Explain non-traditional jobs well. The precepts state that we had to give equal credit to the work of officers serving, say, in the functional bureaus. But many EERs prepared in those bureaus don't adequately explain an officer's work to those panel members who may be familiar only with "traditional" Foreign Service positions.

Appearance

—Remember that, with 18,000 pages to read, we won't be in a good frame of mind if we have to read an EER that has no "white space," with ¼-inch margins (honest!), no paragraphs and supersmall type. And when the instructions say to xerox the forms head-to-foot, do it! We got tired of flipping three-inch thick performance files up and down, back and forth.

—Remember *why* officers are supposed to be promoted. Don't tell us they should be promoted as a *reward* for current performance. Read the precepts. Promotions are awarded because the officer has demonstrated that he or she has the qualities necessary for performance at the *next* rank, not the present one.

—Pay attention to promotion statistics. They tell you that it took the officers who have been promoted already an average of "x" years before their advancement came. This doesn't mean that it took the *average* officer "x" years to get promoted; average officers wait longer. So don't say that an officer is "overdue for promotion" on the ground that he or she has been in grade for three years—at a time when promotees are spending an average of five years between promotions.

Puffery

—Be mindful that, because the panels read so many EERs, members learn quickly which rating officers are guilty of EER inflation, and which bureaus and embassies appear to have a policy of puffery. I recall only one or two EERs from one bureau that weren't marked "superlative and exceptional," and we began to look skeptically at all reports from that bureau. In one embassy, the political counselor prepared superlative reports on all five officers working for him. The result? The rating officer, who wanted to help his subordinates, may have ended up hurting some who really might have merited promotion.

—Don't lie or exaggerate, and make sure you get your facts straight, because you don't know who'll be on the panel. One EER I saw described the "leading role" an officer had played during a series of interagency meetings. The rating officer hadn't attended those meetings, but I had—and I knew that his subordinate never once opened his mouth during the whole exercise. Although precept rules prohibited me from bringing this personal knowledge to the other members' attention, it certainly influenced my thinking about the other statements made by the rating officer.

—Don't make meaningless statements that say nothing about the officer, simply that Mr. Smith did an outstanding job as control officer for

Senator Foghorn." Say rather: "The excellent schedule and wide range of contacts to which Mr. Smith exposed Senator Foghorn, previously a major critic of our policy in country X, helped bring a change in the senator's position after his return to the United States."

—While panel members might be impressed at first with fluff, enthusiasm and extra adjectives and adverbs, most of us quickly became jaded to that kind of language. So save it for a testimonial dinner.

Examples

Finally, a few words about examples. The EER instructions tell you to use them, yet we found that too few rating officers do. At a time when most FSOs are receiving laudatory EERs, one of the most effective ways to distinguish their performance is to look at the examples that the rating officer cites. What tasks is the officer being entrusted with? How much responsibility and decision-making authority do his supervisors give him or her? What contribution or difference did the officer make? Is this what you would expect of an officer at the next level? In short, what "league" is the officer playing in? Is he or she ready to move up to the majors?

Too many examples said too little. A typical line read: "He demonstrated excellent supervisory skills in his management of two FSN assistants," or "He is an excellent drafting officer, as his cables on the recent elections and the opposition party showed." These lines cite attributes, but they do not by themselves stand as examples.

A more effective way is to start with the *example*, and then describe what it says about the officer. The style I preferred went something like this: "Here is the issue and why it was important, here is what the officer did about it, this is the contribution to our goals that resulted from the officer's work, and this is what it says about the officer's readiness for greater responsibilities." This says more than: "His FSN assistants had been underutilized and suffering from poor morale, but he worked closely with them, encouraging them to broaden their contacts and prepare more reports on emerging political leaders." Or: "His wide range of contacts among the opposition, which he had developed carefully over the past year, served the embassy well during the recent elections.

The country director told me that Mr. X's insightful analyses of key opposition figures, their attitudes toward the United States, and the policies they were likely to adopt were instrumental in helping Washington policy-makers adjust to the opposition's accession to power."

More inflation?

If you follow the advice in this article, would this lead to another round of EER inflation and make the job of promotion panels even more difficult? My focus has been on the quality of EERs, not their content. EER inflation occurs not because EERs are well-written, but because rating officers are being less than candid.

Although all FSOs have an informal corridor reputation, it's the written record that determines not only promotions but job and training opportunities. Everyone deserves a well-written EER. We need to ensure that good officers aren't disadvantaged by a poorly-written EER, and that lesser officers aren't advantaged because they were lucky enough to have a supervisor who cared. ■

NAIROBI, Kenya—At conference for security officers in the region, from left, bottom row: *William Cole*, Monrovia; *Brad Rohrer*, Abidjan; *Ralph Lauvello*; *Westergaard Nielsen*, Pretoria; Ambassador *Gerald Thomas*; *David Fields*; *Robert Bannerman*, Nairobi; *Peter Gallant*, Khartoum; *Mark Mulvey*, Nairobi; *Martin Donnelly*, Dar es Salaam; *Evan DeWire*, Kampala. Second row: *Robert Conrad*, N'Djamena; *Craig Daugherty*, Dakar; *Steve Cox*, Kinshasa; *Bernd Schaumberg*, Pretoria; *Gerald Lopez* Abidjan; *Kim Starke*, Nairobi; *Fred Brandt*. Third row: *Scott McGuire*; *John Toole*, Nairobi; *Daryl Rashkin*, Pretoria; *Val Caro*, Mogadishu; *Michael Hinton*; *R. G. Napier*, *Dana Weant*, Nairobi; *William Adams*, Lusaka. Fourth row: *Brian Dowling*; *John Jomeruck*, *Pretoria*; *Jon Lechevet*; *Andrew Corsun*; *David Howe*, Abidjan.

Personnel: Civil Service

Promotions

GM–14

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GS–3

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GS–4

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Bond, Brina W., Passport Agency, New Orleans

Brown, Vanessa Maureen, Medical Services

Butler, Cindy, Passport Agency, Chicago

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Essandoh, Rachelle M., Passport Agency, San Francisco

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Calhoun, Jerry, Bureau of Diplomatic Security

Fogle, Denise N., Office of Supply, Transportation and Procurement

McHale III, Austin, Office of the Deputy Assistant Secretary for Operations

McNamee, Carl C., Foreign Affairs Data Processing Center

Rohlf, John S., Passport Services

Smathers, Betty Jo, Bureau of Diplomatic Security

GS–13

Beteler, Robert W., Bureau of

Diplomatic Security

Stange, Charles H., International Organization Affairs, Office of Administrative Services

GS–14

Lowenkron, Barry F., Office of the Secretary, Policy Planning Staff

Olmstead, Dean Allen, Bureau of International Communications and Information Policy

GS–15

Buchwald, Todd F., Office of the Assistant Legal Adviser

WG–10

Williams, Lawrence R., Foreign Service Institute □

Appointments

Abbott, Keith Lee, Passport Agency, Philadelphia

Addison, Joanne E., Passport Agency, Washington

Aklin, Deneen, Passport Services

Alexander, Charles W., Office of Communications, Communications Center Division

Allen, Lainey P., Passport Services

Arriza, John Gerald, Intelligence and Research

Bellamy, Theba S., Passport Services

Berry, Lucy A., Passport Agency, Boston

Bormanshinov, Arash, Foreign Service Institute

Braxton, Sylvia K., Passport Agency, Washington

Briggs, Stephen F., Passport Agency, Los Angeles

Brown, Bobria J., Passport Agency, Houston

Buck, Greta M., Passport Agency, Washington

Burris, Eletta E., Passport Services

Butler, Kimberly M., Passport Agency, Washington

Butler, Mary A., Passport Agency, Miami

Carbone, Ann M., Passport Agency, Boston

Carey, Brenda E., Passport Agency, Miami

Choy, Alexander, Passport Services

Clark, Craig L., Passport Agency, Los Angeles

Clark, Marjorie Wilma, East Asian and Pacific Affairs

Collier, Mary A., Passport Agency, Miami

Cordy, Sandra G., Passport Agency, Miami

Couts, Elizabeth E., Office of the Deputy Assistant Secretary for Operations

Cruz, Norma, Passport Services

Culmer, Paula D., Passport Agency, Miami

Culmer, Paulette L., Passport Agency, Miami

Daumy, Maria E., Passport Agency, Miami

Dinkel, Nicholas, Office of Supply, Transportation and Procurement

Dowlatshahi, Mehrengiz, Foreign Service Institute

Dubon, Marina E., Passport Agency, San Francisco

Duncan, Darryl M., Pre-Assignment Center

Egbert, Melissa Anne, Office of Communications, Foreign Operations

Ellis, Staasia I., Passport Agency, Washington

Farooqi, Farzana, Foreign Service Institute

Frank, Cyril F., Bureau of Diplomatic Security

Galloway, Gary Reginald, Office of Financial Services

Gold, Ricki A., Refugee Programs

Gonzales, Elizabeth A., Passport Agency, Miami

Gordon, Amy E., Bureau of Personnel, Office of Management

Grant, Roslyn M., Passport Services

Hegstad, Inger Helene, Foreign Service Institute

Heivly, Christopher G., Intelligence and Research, Office of the Geographer

Hughes, Dawn L., Pre-Assignment Center

Hunt, Yolanda M., Passport Agency, Miami

Jackson, George, Passport Agency, Washington

Jason, Midouine, Passport Agency, Miami

Jimenez, Alicia, Passport Agency, Miami

Johnson, Angelina, Passport Agency, Philadelphia

Johnson, Ellen, European and Canadian Affairs

Johnson, Thomas J., Passport Agency, San Francisco

Jones, Cornelius D., Passport Agency, Washington

Jones, Margaret R., Passport Agency, Houston

Kauten, Rebecca A., Passport Agency, Washington

Kennedy, Deborah D., Office of the Legal Adviser

Kim, Joel Q., Passport Agency, San Francisco

Kwiatkowski, Dariusz L., Foreign Service Institute

Lapov, Radmila, Foreign Service Institute

Le, An Thanh, Office of Foreign Buildings

Long, Alberta A., Office of Supply, Transportation and Procurement

Lopes, Patricia Mary, Intelligence and Research

Martin, Kerwyn L., Passport Agency, San Francisco

McNeil, Gloria D., Passport Agency, Los Angeles

Melton, Rosalyn Y., Passport Agency, Washington

Monfiston, Janet, Passport Agency, Miami

Montieth, Jayn S., Office of Protocol

Moyse, Ola M., Passport Agency, Miami

Mudd, Jerry J., Office of the Comptroller, Financial Operations

Newman, Joann, Office of the Deputy Assistant Secretary for Personnel

Nixon, Deborah M., Passport Agency, Washington

Osberg, Gloria T., Office of the Comptroller, Financial Operations

Ozer, Mustafa, Foreign Service Institute

Parker, Marie Josephine, European and Canadian Affairs, Office of Security and Political Affairs

Perez, Evelia P., Passport Agency, Miami

Petermann, Monica M., Passport Agency, Boston

Pickett Jr., Verdie, Passport Agency, Miami

Piedra, Carmen, Passport Agency, Miami

Powell, Tonya, Passport Agency, Boston

Pozon, Melita A., Passport Agency, San Francisco

Prince, Cheryl D., Passport Agency, Los Angeles

Quinones, Brenda A., Passport Services

Reed, Monica P., International Organization Affairs, Office of U.S. Budgetary Presentation and Payments

Ritter, Lisa B., Pre-Assignment Center

Rodriguez, Lourdes, Passport Services

Scharnagl, Patricia Ann, Passport Agency, Miami

Schultz, Eric E., Passport Agency, New Orleans

Scott, David D., Passport Services

Scott, Jennifer A., Canberra

Scott, Yvonne, Passport Agency, Washington

Siegel, Robert Marc, Bureau of Consular Affairs

Singleton, Jonetha A., Passport Services

Smith, Cynthia E., Passport Agency, Philadelphia

Sparks, Joseph C., Office of Communications

Stith, Helen M., Bureau of Personnel, Office of Management

Sutton, Marsalia Y., Bureau of Personnel, Office of Employee Relations

Talley, Dennis, Passport Services

Thomas, Olivia R., Passport Agency, Miami

Thomas, Stephanie D., Passport Agency, Houston

Tillman Jr., William H., Pre-Assignment Center

Tolete, Anna M., Passport Agency, San Francisco

Turner, Tanya T., Office of the Comptroller, Financial Operations
Tuttle, Sandra C., Passport Agency, Miami
Villarreal, Ludivina, Passport Agency, Houston
Virmani, Santosh, Office of the Comptroller, Fiscal Operations
Walker, Sandra, Foreign Affairs Information Management Center
Wallace, Wanda L., Passport Agency, Washington
Wattenberg, Daniel E., Bureau of Human Rights and Humanitarian Affairs
Weiser, Tirza, Tel Aviv
White, Brian G., Office of Supply, Transportation and Procurement
White, Shirley M., Passport Agency, Los Angeles
Whiting, Albert W., Classification/ Declassification Center
Wiggins, Daniel M., Office of Supply, Transportation and Procurement
Williams, Cheryl C., Passport Agency, Washington
Williams, Nathalene, Passport Services
Winborne, Barbara Phyllis, Passport Services □

Reassignments

Abraham, Luberta, Office of the Under Secretary for Management, Executive Office to Oceans and International Environmental and Scientific Affairs
Bing, Cathy D., Executive Secretariat to International Organization Affairs, Office of Administrative Services
Bryan, Laurel L., Bureau of Diplomatic Security to European and Canadian Affairs
Davis, Thomasine L., Legislative and Intergovernmental Affairs to Politico-Military Affairs
Early, Michael A., Bureau of Consular Affairs to Foreign Service Institute
Evon, Flora M., Foreign Affairs Information Management Center to International Organization Affairs, Office of Administrative Services
Graves, Joanne P., Office of the Under Secretary for Management, Executive Office to Executive Secretariat
Johnson, Carolyn D., International Organization Affairs, Office of Communications and UNESCO Affairs to European and Canadian Affairs
Jones, Cornelia A., Executive Secretariat, Operations Center to Politico-Military Affairs
Jungfleisch, Joan M., African Affairs, Office of Regional Affairs to Office of Protocol
Kennelly, Ann T., Near Eastern and South Asian Affairs, Regional Affairs and Liaison with Multinational Force and Observers to Bureau of Personnel
Landis, Carol S., Bureau of Human Rights and Humanitarian Affairs to Bureau of International Communications and Information Policy
Moss, Bonnie Lee, Office of Foreign Buildings to Bureau of Diplomatic Security
Munson, John C., Bureau of Administration, Personnel Management Division to Bureau of Diplomatic Security
Parisek, Lisa P., Bureau of Personnel, Office of Recruitment, Examination and Employment to Executive Secretariat
Rudy, Barry Michael, Pre-Assignment Center to Legislative and Intergovernmental Affairs
Scott, Kathy Ann, Bureau of Consular Affairs to Bureau of Diplomatic Security
Sifter, Michael D., Bureau of Public Affairs, Office of Press Relations to Executive Secretariat, Operations Center
Truesdale, Carol A., Oceans and International Environmental and Scientific Affairs to Office of Foreign Missions
Young, Tamara E., Pre-Assignment Center to International Organization Affairs, Office of U.N. Political and Multilateral Affairs □

Resignations

Abercrombie, Timothy Allen, Passport Services
Anderson, Cynthia Yvonne, International Organization Affairs, Office of Administrative Services
Baer, Diane L., Bureau of Personnel, Office of Management
Beaty, Pamela R., Bureau of Personnel, Office of Management
Berthold, Eric A., Passport Agency, New York
Blackwell, George C., Office of Supply, Transportation and Procurement
Blake, Kathleen Patricia, European and Canadian Affaairs
Blanchard, Debra M., Office of the Comptroller, Fiscal Operations
Blocker, Deborah Jean, Office of Security
Breckon, Lydia Ann, Office of Security
Capps, Randolph C., Inter-American Affairs
Carroll, Margaret M., Bureau of Personnel, Office of Management
Casey, Carol A., Office of the Deputy Assistant Secretary for Operations
Chandler, Patricia M., Medical Services
Church, Stephanie B., Near Eastern and South Asian Affairs
Coburn, Ian Robert, Foreign Affairs Information Management Center
Coburn, Sarah Elizabeth, Office of Supply, Transportation and Procurement
Costolanski, Anne S., Bureau of Personnel, Office of Management
Daniels, Janet T., Bureau of International Communications and Information Policy
Davis, Katrina L., Politico-Military Affairs
Delly, Barbara Ellen, Bureau of Consular Affairs
Dermody, Laura, Passport Services
Dibisceglie, Joseph M., Economic and Business Affairs
Dubell, Michelle Denise, Office of the Comptroller
Dufoe, Larry W., Passport Agency, Seattle
Duncan, Susan Lee, European and Canadian Affairs
Evon, Pamela Rae, Office of the Comptroller, Fiscal Operations
Farrow, Leroy N., International Organization Affairs, Office of Administrative Services
Feltault, Kelly Ann, Bureau of International Communications and Information Policy
Forcier, Annette Denise, Near Eastern and South Asian Affairs
Freeman, Beverly T., Passport Services
Friedt, Heidi Klara, Office of the Under Secretary for Management, Executive Office
Gabbert, Catherine E., Medical Services
Garrett, William Elmer, Passport Agency, Miami
Gavri, Kathleen Doyle, Foreign Affairs Information Management Center
Ginn, Jill, Passport Agency, Los Angeles
Graham, Benita M., Pre-Assignment Center
Grant, Jay Rodney, Bureau of Personnel, Office of Management
Hardy, Veronica Jean, Inter-American Affairs
Harris, Donald Lee, Politico-Military Affairs
Hartland, Heather Anne, Office of Communications
Harvey, Tiffany A., Executive Secretariat
Hausmann, Marisa Danielle,

Near Eastern and South Asian Affairs

Hawkins, Deirdre Michelle, Office of the Comptroller, Fiscal Operations

Heffren, John Bernard, Foreign Affairs Information Management Center

Hicks, Joel Thomas, Passport Services

Hill, Catharine Lynne, Bureau of Public Affairs

Hudson, Mai Van, Office of Foreign Buildings

Janowitz, Lori N., Foreign Service Institute

Jimney, Candace Lynn, Office of Foreign Buildings

Johnson, Delphine, Executive Secretariat

Johnson, Fran E., Diplomatic Pouch and Courier Services

Johnson, Kris Marie, Legislative and Intergovernmental Affairs

Johnson, Kristen A., Politico-Military Affairs

Jones, Kimberly Dee, Bureau of Personnel, Office of Management

Kahane, Jennifer Ruth, Inter-American Affairs

Kenney, Sharon H., Passport Services

Laine, Douglas David, Office of the Comptroller, Fiscal Operations

Lenehan, Katherine Ann, Oceans and International Environmental and Scientific Affairs

Lockard, Craig Harrison, Passport Agency, Washington

Lubkeman, Brian Jeffrey, Medical Services

Machak, Michele Ann, Oceans and International Environmental and Scientific Affairs

McManus, John F., Bureau of Personnel, Office of Management

Moore II, Orlando, Office of Security

Morrow, Christina Noelle, Bureau of Human Rights and Humanitarian Affairs

Nelson, Joseph L., Passport Agency, Boston

Nelson, Teresa A., Karachi

Newton, Cynthia Diane, Office of Management Operations

Obester, Patricia Ann, Bureau of Personnel, Office of Management

Pagano, Sherry Lee, Passport Agency, Los Angeles

Pearson, Catherine D., Inter-American Affairs, Office of Central American Affairs

Plummer, Gary L., Office of Supply, Transportation and Procurement

Porter Jr., Nathaniel, Passport Agency, Chicago

Pridgen, Marguerite Elena, Office of Supply, Transportation and Procurement

Procopis, Elizabeth, Foreign Service Institute

Pugliaresi, Lucian S., Office of the Secretary, Policy Planning Staff

Ransom, Grace Elizabeth, Refugee Programs

Reinburg, Mary Katherine, Office of Overseas Citizens Services

Rose, Alice D., Office of Protocol

Rowan, Thomas P., Foreign Affairs Information Management Center

Salter, Marshall A., U.S. Mission to the United Nations

Sauls, Carlton R., Oceans and International Environmental and Scientific Affairs

Scrimshaw, Robert Dale, Diplomatic Pouch and Courier Services

Semakis, Florence M., Foreign Affairs Information Management Center

Shen, Irene F., Passport Agency, Seattle

Slaven, Donna M., Passport Services

Stevenson, Joyce A., Passport Agency, Chicago

Swenson, Elaine Carolyn, Oceans and International Environmental and Scientific Affairs, Office of Cooperative Science and Technology Programs

Sydnor, Lanelle Desiree, Classification/ Declassification Center

Tate, Charla J., Office of the Comptroller, Fiscal Operations

Thibault, Suzanne E., Office of the Comptroller, Fiscal Operations

Tipton, Alzada Joslyn, Passport Services

Tolson, Kristin Anne, Office of Facilities Management and Administrative Services

Tomberlin, Mark D., Office of the Legal Adviser

Turner, Bonita M., Office of Security

Verrier, Jacqueline, Office of Overseas Schools

Viets, Raymond B., Executive Secretariat, Operations Center

Wallace, Regina Marie, Near Eastern and South Asian Affairs

Webster Jr., Lee Charles, Foreign Service Institute

Weist, Elizabeth Luisa, Office of Supply, Transportation and Procurement

Whitney, Thelma J., Office of the Comptroller, Fiscal Operations

Wilson, Janet Anita, Medical Services

Winder, Sarah M., Office of the Deputy Assistant Secretary for Operations

Wingo, Gina Marie, Passport Agency, Seattle

Wirth, David A., Office of the Assistant Legal Adviser, Oceans, Environment and Scientific Affairs

Wyman, Barbara Ann, Oceans and International Environmental and Scientific Affairs □

Retirements

Bock, Diana, Passport Agency, New York

Borem, Mary Ellen, European and Canadian Affairs, Office of Security and Political Affairs

Carethers, Mildred R., Office of Supply, Transportation and Procurement

Herrera, Theodore E., Office of the Deputy Assistant Secretary for Operations

Lunt, Robert S., Office of Management Operations

Parker, Elijah, Office of Communications

Straus, William W., U.S. Mission to the United Nations

Tatum, Margaret L., Bureau of Consular Affairs

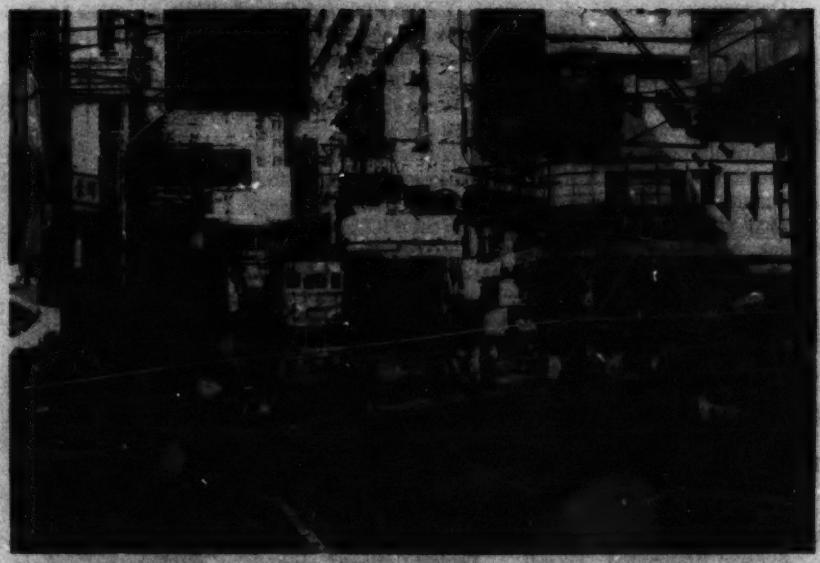
Walker, Dorothy C., Office of the Comptroller, Accounting ■

***Mildred (Millie) Burnett*, who for many years was operator of the Foreign Affairs Recreation Association film store at State, has retired.**

Post of the Month: Hong Kong

An aerial view of Hong Kong.

THIS CONSULATE GENERAL serves a small peninsula and a cluster of tiny islands off the coast of the South China Sea—at "11 o'clock," as it were, from the Philippines. The Foreign Service people there are featured here as part of STATE's continuing series. *(Photos by Donna Vandenbroucke)*



Causeway Bay street scene.

The Hong Kong and Shanghai Bank, in the Central District.

Consular officer *Roger Moran* with daughters *Audrey* and *Claire* and his wife *Colette*, in the Botanical Gardens.

Consular officer *Lois Gochnauer* at herbal tea shop.

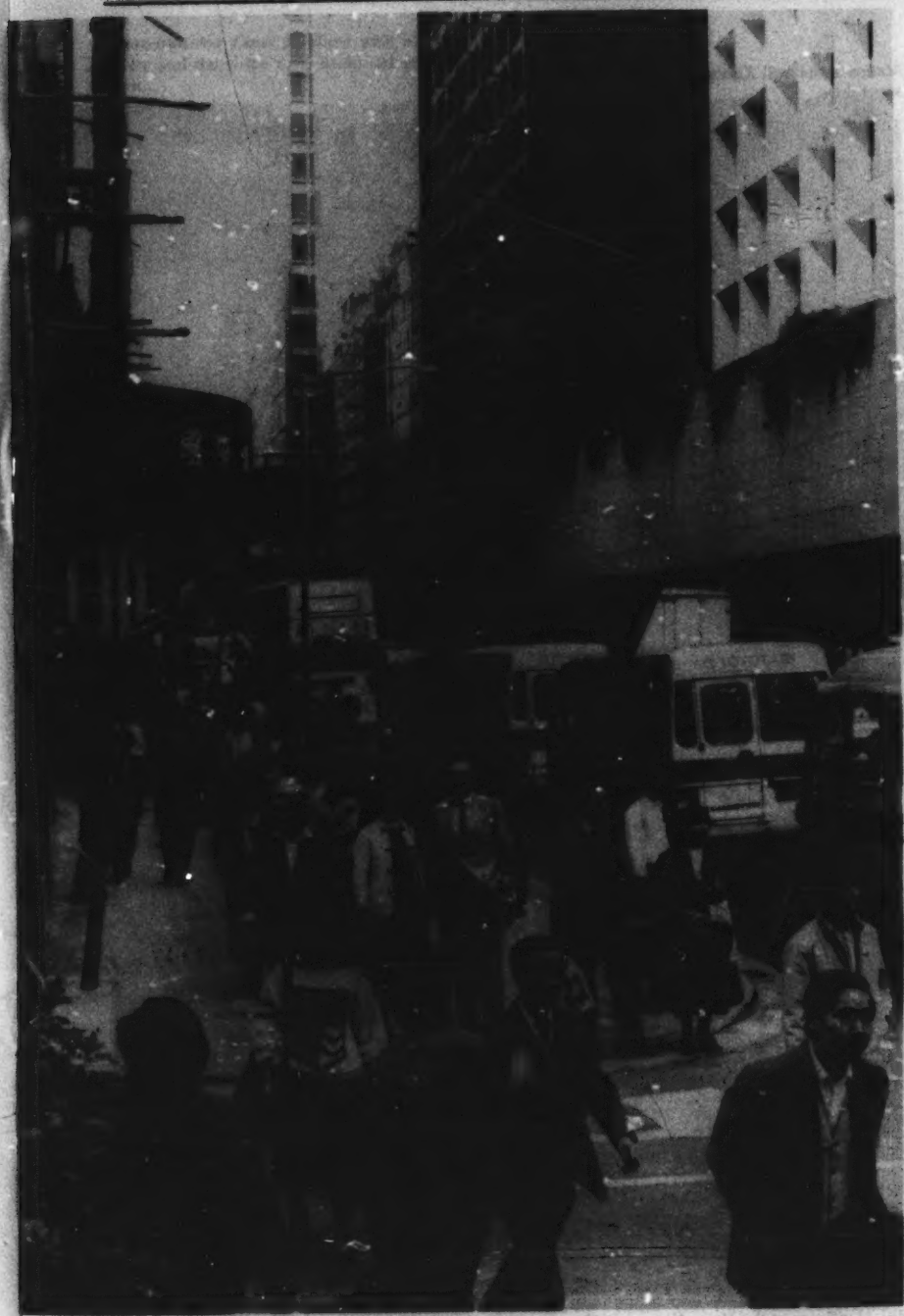
Budget and fiscal officer *Paul Duane*, with Foreign Service national *Gabrielle Wu*.

Betsy Fineman, Audrey Kehoe and *Shirley Lunsford* cross the harbor on a ferry.

Charles Eaton, left, and *Ronda* and *Brian Rowell*, at pool in the new housing compound.

Driver *King Wa Au* feeds his birds outside the consulate.

Secretaries *Margo Hoffman, Lily Holmes* and *Sue Rowell* go shopping.



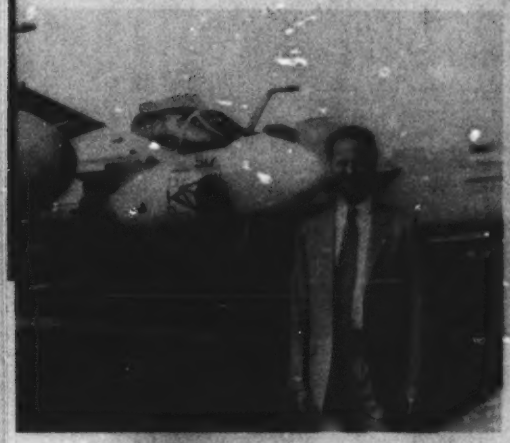
Economic section chief *Richard Mueller* and his wife *Claire* in the Central District.

Consul general *Burt Levin* and his wife.

Consular section chief *Len Willems* with Foreign Service nationals, from left: *Ella Wong*, *Elizabeth Kwong*, *Tiny Hsiao*.

Mollen Lane and Karen Finley buying vegetables.

Consular officer *Joe Pomper* visits the USS Midway.



Political officers at the Hong Kong and Shanghai Bank, from left, bottom row: *Don Pearlberg, Marie Huhtala, Susan Anderson.* At top: *Pat DelVecchio* and *Barbara Schrage.*

Hiking on Lantau Island are *Todd Johnson,* his wife *Cathy* and *Lucien Vandenbroucke,* right.

Communicator *Einer Jarvinen* with his wife *Claire* and daughter *Lily*, in an old section of town.

Members of the broomball team, from left, bottom: *Ross Anderson, Dean Carver, John Medeiros, Julie Bordwell, Rick Tyrrell.* Standing: *Linda Carver, Terri Fair, George Harkin.*

Marine security guards, from left: *Andre Hunter, Justin Stitt, Guy Cheatum, Randy Lusk, Kevin Falvey, Guy Kirk, Dave Morris.*

Administrative officers *Mike Fink* and *Larry Alspaugh* check repairs on consulate building.

Marines *Joe Marti*, left, and *Rick Tyrrell*.

Regional security officer *Bruce Tully*, center, with Marines *Dave Morris*, left, and *Larry Porter*.

Economic officer *Gene Dorris* visits Tin Hau Temple.

Eating dim sum are political officers *Ed Sevilla*, left, and *Mark Cheng*, with economic officer *Martha Cheng*.

Personnel: Foreign Service

Appointments

Ainsworth, W. Gregory, Bangkok
Alexander, Katherine C., Quito
Ammerman, Dana M., Inter-American Affairs
Baldonado, Grace K., Baghdad
Bickenberg, Lynn T., Bridgetown
Brooks, Rita G., Islamabad
Carter, Rebecca J., Paris
Castellana, Althea D., Kinshasa
Church, Rosa M., Paris
Cole, Lynda L., Khartoum
Connell, Pia R., Reykjavik
Cooper, Jennifer F., Bureau of Administration, Personnel Management Division
Craig, William E., Bureau of Diplomatic Security
Curley, Renate M., Frankfurt
Dangelo, Luciano, London
Dobsa, Lillian G., Bureau of Personnel, Office of Performance Evaluation
Dobson, Cecile S., Lagos
Doughty, Judith M., Kigali
Dreher, Barbara L., Santiago
Dyhr, Betty J., U.S. Mission to the Organization for Economic Cooperation and Development/Paris
Engel, Alma Frances, Paris
Farris, Ruby Jean, Damascus
Flynn, Suchitra, Tunis
Folta, Anne A., Beijing
Gaspar, Carmen K., Manila
Gilbert, Cecilia R., Santiago
Gordon, Tamra Elaine, Maseru
Gourlay, Elizabeth P., Port-au-Prince
Guerra, Eduardo, Bureau of Diplomatic Security
Gzehoviak, Alina E., Moscow
Harbin, Janet Ruth, Amman
Harris Jr., Edward J., Office of Communications, Maintenance and Logistics Division
Heller, Patricia, Paris
Herrin, Audrey Beverly, Abu Dahabi
Horner, John R., Dublin
Hudson, Prudence L., Damascus
Huff, Sarita R., Sanaa
Jardine, Barbara, Frankfurt
Jenkins, Carolyn J., Kuwait
Johnson, Terence M., Athens
Kanak, Diane L., Rio de Janeiro
Kendall-Johnston, William, Kuala Lumpur
Krause, Eleanor S., Khartoum
Kubiszewski, Mary Theresa, Niamey
Lamberg, Judith D., Maseru

BANGKOK, Thailand—Participants at the Foreign Service national consular overseas workshop, from left, seated: ***Khampheng Phannavong, Evelina Eau Tamarua, Richard Wallen, Georgia Rogers, Charles Stephan, Shige Higashionna, Nyet Yun Kong.*** **Standing:** ***Vichit Intapanya, Tony Lin Sen-Tzung, Merdikaningsih Prajitno, Duangchai Tpvichaikchaikul, Magaswary Wasagam, Machiko Arisue, Keiko Hirose, Sanlyati Kurniadi, Evodia C. Michael, Nancy Du-Muoi Tran, Yuriko Funakoshi, Selena Kim Lan Liew, Gelacio G. Arsua.***

Lierly, Marcella M., Bangkok
Lucey, Mary Ann, Lisbon
Luertzing, Kurt Frederick, Office of Communications, Maintenance and Logistics Division
Luna, Anne Elizabeth, Madrid
Merryman, Ilse T., Frankfurt
Nichols, Darlene R., Capetown
Pappas, Betty F., Tokyo
Penick, Barbara V., Mogadishu
Pitchford, Laura L., Paris
Pollick, Solange F., Sanaa
Preston, Nancy A., San Jose
Pursell, Maureen M., Quito
Quinn, Diane Carol, Damascus
Rice, Helga M., Frankfurt
Richer, Kimberly Kay, Sanaa
Rock, Anthony Francis, Tel Aviv
Schaumburg, Mary T., Pretoria
Smith, Kathleen J., Ankara
Songer, Nancy B., Ouagadougou
Spence, Barbara B., Abidjan
Speris, Stella, Kingston
Stinehart, Julie A., Hong Kong
Tarvares, Nancy L., Lisbon
Therien, Michele L., Pretoria
Thompson, Dorothy D., Prague
Wallace, Irvina L., Lagos
Ward, Pamela Ann, Toronto
Whitner, Mary Ann, Belgrade
Widenhouse, Judith L., Frankfurt
Wolfe, Deborah M., Brasilia
Wyant, Glendena Marie, Algiers
Youngblood, Helen E., Frankfurt
Zavrid, Claire L., Johannesburg □

MADRID, Spain—Ambassador *Thomas O. Enders*, center, presents certificate to embassy driver *Victoriano Juez del Bosque* at latter's retirement ceremony. *Mrs. Juez* is with them.

Transfers

Adair, Perry M., Malaysia to Kuala Lumpur
Ahern, Brian James, Bureau of Personnel to Office of Communications
Alvarez, Raymond J., Bureau of Personnel, Office of Recruitment, Examination and Employment to Economic and Business Affairs, Trade and Commercial Affairs
Blaney, John William, Arms Control and Disarmament Agency to Politico-Military Affairs
Brooks, William E., Foreign Service Institute to International Organization Affairs, Office of International Economic Policy
Brouwer, Elizabeth, Bulgaria to Tijuana
Brown, Marvin S., Citizens Emergency Center to Office of the Counselor
Callard, Robert A., Legislative and Intergovernmental Affairs to Citizens Emergency Center
Cohen, Lawrence E., Foreign Service Institute to Economic and Business Affairs
Covington, Philip S., Romania to Executive Secretariat, Operations Center
Daniel, Patty, A., Japan to East Asian and Pacific Affairs
Daroczy, Lynn D., China to East Asian and Pacific Affairs
Davidson, William Craig, Executive Secretariat, Operations Center to Foreign Service Institute, Language Training
Davis, Robert Lee, Office of Security to Foreign Service Institute, Language Training
Desjardins, Marc L., Pakistan to Karachi
Dominguez, Olga, Malawi to African Affairs
Draper, Morris, Bureau of Personnel, Office of Recruitment, Examination and Employment to Jerusalem
Dry, Robert W., Foreign Service Institute to Economic and Business Affairs, Office of International Finance and Development
Duncan, Leo A., Jamaica to Office of Communications, Foreign Operations
Ettinger, David, Intelligence and Research, Current Intelligence Staff to International Organization Affairs, Office of U.N. Political and Multilateral Affairs
Fannin, Paul K., Vatican to Rome
Finnigan, Robert, Office of Communications, Maintenance and Logistics Division to Karachi
Finster, Christine L., Istanbul to European and Canadian Affairs
Fisher, Luis A., Indonesia to Medan
Friedheim, Daniel V., Mexico to Executive Secretariat, Operations Center
Gentile, Alan E., Foreign Service Institute, Language Training to San Salvador
German, Bruce W., Office of Foreign Buildings to Bureau of Administration
Hansen, Ruth E., European and Canadian Affairs to Foreign Service Institute, Language Training
Harbison, Joanna, Japan to Prague
Harcum, Gilbert M., Djibouti

KINSHASA, Zaire—At personnel workshop, kneeling, from left: *John Berg*, Paris; *Carroll Caulfield*, Ouagadougo; *Muriel Moore*, Yaounde; *Florence Crisp*, Nouakchott; *Madeleine Brown*, Abidjan. Second row: *Mary Mahoney*, roving; *Charles McKinnon*, State; *Patricia Smith*, Khartoum; *Beverly Smith*, Dakar; *Darlene Wagner*, Niamey; *Donna McClelland*, Mogadishu; *Daryl Dally*, Bamako; *Stephanie Gillespie*, Monrovia; *Patricia Burke*, State; *Dolores Carr*, Kinshasa. Third row: *Jerry Tolsen*, State; *John Speicher*, AID; *Gaynelle Johnston*, Nairobi; *Dave Mraz*, Paris; *Ernest Ruehle*, State; *Maria Rogers*, State; *Sandra Siverson*, Pretoria.

to Libreville

Hardesty, Steven A., Bureau of Human Rights and Humanitarian Affairs to London

Hauptmann, Jerzy J., Office for Counter Terrorism and Emergency Planning to Bridgetown

Herspring, Dale Roy, Special Domestic Assignments Program to Politico-Military Affairs

Hess, David M., Executive Secretariat, Operations Center to European and Canadian Affairs

Hickman, Leslie R., Visa Services, Office of Field Support and Liaison to Intelligence and Research, Current Intelligence Staff

Hill, Leonard A., Intelligence and Research, Current Intelligence Staff to Foreign Service Institute, Language Training

Hochstein, Linda M., Intelligence and Research, Office of Economic Analysis to Economic and Business Affairs, Office of Food Policy and Programs

Hofmann, Darcy E., Bureau of Consular Affairs to Citizens Emergency Center

Holbein, James Robert, Foreign Service Institute to Economic and Business Affairs

Hollenbeck, Gerald Donald, Bureau of Diplomatic Security to Foreign Service Institute, Language Training

Jendrysik, Thomas J., Office of Security to Foreign Service Institute, Language Training

Jenkins, Joann M., Bureau of Administration to East Asian and Pacific Affairs

Kerchner, Judith L., East Asian and Pacific Affairs to Singapore

Keys Jr., John L., Bureau of Diplomatic Security to Moscow

Kile, Robert L., Ghana to African Affairs

Konner, Calvin Michael, Bureau of Personnel to Foreign Service Institute, Language Training

Lawrence, Joyce, Costa Rica to Inter-American Affairs

Lehn, Alfred M., Special Domestic Assignments Program to Bureau of Personnel

Levinson, Michael A., Norway to Office of Communications

Malone, Darlis L., Liberia to Office of Communications

Malone, Everette R., Liberia to Office of Communications

McCamman, Michael Joseph, Australia to Quito

McFall, V. Frances, Libson to European and Canadian Affairs

McHugh, Scott E., Lebanon to Office of Security

McKee, Nancy A., Mexico to Bureau of Personnel, Office of Foreign Service Career Development and

Assignments

McLaughlin, Daniel J., Inter-American Affairs to Paramaribo

Michal, Edward Joseph, Intelligence and Research, Office of Analysis for Africa to Bureau of Human Rights and Humanitarian Affairs

Montgomery, Michael J., Economic and Business Affairs, Office of International Finance and Development to Office of East-West Trade

Mosely, Jack M., Office of Security to Guatemala

Nathness, Sarah Louise, Visa Services, Office of Field Support and Liaison to Bureau of Personnel

Nesbit, Leroy P., Switzerland to International Organization Affairs, Office of International Conferences

O'Neil, Kevin P., Thailand to Algiers

Parson, Ronald Scott, Economic and Business Affairs, Office of Energy Consumer-Country Affairs to Foreign Service Institute, Language Training

Powell, Bernice Ann, Near Eastern and South Asian Affairs to African Affairs

Radcliffe, Katherine A., Rome to Vatican

Reid, James P., Economic and Business Affairs, Office of Food Policy and Programs to Foreign Service Institute, Language Training

Reinertson, John E., Assignment Intergovernmental Personnel Act to Bureau of Personnel

Reynders, Thomas R., European and Canadian Affairs to Amsterdam

Rhodes, Charles W., Jordan to Office of Communications

Rhodes, Janet I., Jordan to African Affairs

Rocha, V. Manuel, Executive Secretariat, Operations Center to Foreign Service Institute, Language Training

Saalfrank, Louise C., Indonesia to Athens

Salee, Steven A., Economic and Business Affairs, Office of East-West Trade to Office of the Under Secretary for Security Assistance, Science and Technology

Schroeder, Anita G., Romania to Bureau of Personnel

Stearns, Montcagle, European and Canadian Affairs to Office of Management Operations

Stitt, Mary P., Bureau of Personnel, Office of

SANTIAGO, Chile—At award ceremony, left to right: ***Isabel Margarita Velenzuela, Patricia Jaramillo, Mónica E. de Rivera, Baldur Koenig, Mónica Román, Gustavo Arteaga, María Clara Vial, Adriana Hernández,*** **Ambassador** ***Harry G. Barnes, Marion V. Norris Jr., Arturo Castro, Hernán Retamales, Patricia Luaje, Guillermo Lopez, Mario Perretta, Ernest W. Foaes.***

Recruitment, Examination and Employment to Foreign Service Institute, Language Training

Stratton, J.R., Germany to Bonn

Struble, Susan M., Spain to Oceans and International Environmental and Scientific Affairs, Office of Nuclear Technology and Safeguards

Sweeney, Ruth M., Office of Foreign Service National Personnel to Foreign Service Institute

Thomas, Cynthia A., Inter-American Affairs to Office of Protocol

Ting, Tien-Foo, Australia to East Asian and Pacific Affairs

Turley Sr., Thomas R., Greece to Bureau of Personnel

Vranjak, Louis F., Germany to Manila

Wagner, David A., India to Office of Communications

Wampler, Dianne, Turkey to Bangkok

Whitney, Jane, Bureau of Administration to Foreign Service Institute, Language Training

Wickersham, John N., Belgium to Office of Communications, Communications Center Division

Woodring, Patricia A., Economic and Business Affairs, Trade and Commercial Affairs to Office of International Finance and Development □

Resignations

Brunsdale, Louise Margaret, Vienna

Cookson, Robert S., Office of Communications

Doss, Nancy J., Frankfurt

Douglass, Geraldine M., Khartoum

Duncan, Terri Lee, Kingston

Duvall, Janet L., Seoul

Hinkle, Betty P., U.S. Mission Geneva

Julius, Marie, The Hague

Lindsey, Terri G., Tel Aviv

McAninch, Adelaide B., Bureau of Personnel

McCormick, Bridget F., Toronto

McDaniel, Mary R., Bonn

Muniz, Veronica, Monrovia

Paulin, Maria D., Lisbon

Pound, Sharon L., Lagos

Quaglia, Vivian W., Damascus

Riddell, Malcolm, International Organization Affairs, Office of U.N. Political and Multilateral Affairs

Runge, Barbara A., Oslo

Schwartz, David A., Yaounde

Spence, Barbara B., Abidjan

Wilmink, Janet M., Luxembourg □

Retirements

Barnebey, Malcolm R., European and Canadian Affairs, Office of Security and Political Affairs

Bode, Esther G., Athens

Boerner, Michael P., Office of the Secretary, Policy Planning Staff

Church, Rosa M., Paris

Crowley Jr., John J., Inter-American Affairs, Office of the U.S. Representative to the Organization of American States

Jackson, J. Alexander, European and Canadian Affairs

ANKARA, Turkey—Presented with awards, left to right, first row: ***Nur Yirmibesoglu, Murat Bozkurt.*** **Second:** ***Sibel Kaplan, Hikmet Emb, Seval Onat, Sevgi Yildiz, Mehmet Unlu.*** **Third:** ***Osman Aslan, Kemal Demirasian, Ozkan Oznal, L. Dawn Doscher,*** **Charge** ***Frank G. Trinka, Kaya Guvenc.*** **Fourth:** ***Mehmet Tuncel, Dursun Dundar, Saint Otus, Ismail Koevar, Sevin Orak, Vildan Cabbar.*** **Fifth:** ***Stuart Brown, Cemil Uzun, H. Riza Duser, Ali Yildiz.***

Johnson, Peter B., Assignment Intergovernmental Personnel Act

Lawrence, Loren E., Bureau of Administration

Martin, S. Douglas, Bureau of Personnel

Salmon, William C., Office of the Under Secretary for Security Assistance, Science and Technology □

Foreign Service nominations

The Senate has received the following nominations:

Appointment as FSO–2, consular officer and secretary:
John M. Salazar

Reappointment as FSO–3, consular officer and secretary:
Mary Marchany Daniel

Appointment as FSO–3, consular officers and secretaries:
Dennis A. Foster
William Payne Francisco III
Carolyn Huggins
Nancy Edith Johnson
Katharine E. Koch
Kathleen Mavorneen Reddy

Appointment as FSO–4, consular officers and secretaries:
Jonathan Mark Aloisi
Paul S. Ashby
John Ross Beyrle
Helen Bridget Burkart
Deborah Cunningham Cavin
Judith Beth Cefkin
David John Creagan
D. Purnell Delly
Larry Miles Dinger

ISLAMABAD, Pakistan—*Iqbal Hussain,* right, receives a Meritorious Honor Award from Ambassador *Deane R. Hinton.*

SINGAPORE—At annual ceremony, Ambassador *J. Stapleton Roy,* center, presents awards. Front row: *Jamal bin Mahat, Helen Chua, Shirley Loke, Patricia Lock, Marguerite Dyason, Larry Seah, Mokter bin Sanawi, Usop bin Osman, Jamel bin Ahmed, Omar bin Abu Amin, Hatnadi bin Harun.* Rear: *Teo Teck Kin, Tan Kong Buan, William Moody, Richard Howarth, Philip King, Ibrahim bin Pungot, Yahya bin Rahmat.*

DAMASCUS, Syria—At awards ceremony, from left, front: *Abd al-Razzak Nasli, Jirius Khoury, Abdusattar Mansur, Mahmoud Tameem, Mahmoud Adawis, Mahmoud Kabbani.* Middle row: *Mohammed Shahan, Mohammed Dirkishli, Hala Shamandi, Salim Absi, Carmen Mouacdie, Zekieh Rumman,* Ambassador *William L. Eagleton Jr., Bilal Hammal, Elias Jammal, Samir Dahy, Kevork Kupelian, Mohammed Kaylani, David M. Ransom.* Rear: *Faisal Waqialla, Albert W. Dalgliesh Jr., Marwan Mashriki, Ray Baysden.*

James S. Elliott
Janice L. Elmore
David Ettinger
Kathleen M. Fitzpatrick
Jane Anderson Benton Fort
Russell Louis Frisbie
Theresa Ann Hebron
Richard Huff
Mark Jackson
Frederick J. Kapian
Vonda M. Kimble
Mark James Mowrey
Thomas Clinton Niblock Jr.
Charles M. Parish Jr.
Newman Bruce Pickering
Shirlie Carol Pinkham
Amy Pitts
Peter Friend Secor
Floritra Indira Sheppard
Sheri Kathleen Sprigg
Paul Dwight Stephenson
Robert Osgood Tatge
Richard Stephen Taylor
Robert Dale Wilson

Members of the Foreign Service of State, Commerce and USIA to be consular officers and/or secretaries:

Consular officers and secretaries

Stephen Alden Acker
Kimberly A. Adcock
Steven M. Allers
Eric Allison
Dana M. Ammerman
Ellen R. Anderson
Phillip Lee Antweiler
Charles Vincent Barclay Jr.
Matthew Gordon Boyse
John Christopher Bradshaw
Anne E. Campbell
Benjamin H. Castro
Marcia Elizabeth Barber Cole
Jeanine Marlen Collins
Elizabeth A. Corwin
Lawrence Nelson Corwin
Linda Muri Cowher
Richard James Douglas
Mary D. Draper
Richard P. Dulik
Stephen Douglas Dunn
Renee M. Earle
Douglas Ebner
Jacelyn Rae Eckman
Charles A. Ehrenfried
Matt Allen Ellsworth
Thomas Scott Engle
Martin A. Eshleman
Robert T. Fagan
Jeffrey David Feltman
Rhonda L. Ferguson-Augustus
Thomas C. Fosnacht
Patrick J. Freeman
Claire E. Fried
Paul G. Gilmer
Deborah Weiss Glassman
Francisco Javier Gonzalez
Julie J. Hagarty
Robert Hallauer
Kathryn Alden Harrison
Stanley J. Harsha
Stuart MacKenzie Hatcher
John Edward Havasy
Patricia Ann Havasy
Richard Edwin Henry
Elizabeth Mary Holzhall
Wajat Iqbal
John Kendall Johnson Jr.
Lysbeth Elaine Johnson
Richard H. Juarez
Elizabeth Cooper Kauffman
John S. Kincannon
Paul Kolbe
Ingeborg Alix Louise
[illegible]ant
[illegible]an Larsen
Robe[illegible]avery
Harvey Samuel Lee

Mark J. Leesman
John Louis Lister
Bryan G. Lowe
Peter Francis Maher
Kathryn R. Martin
Andrea Stowe Mathews
Donna T. Maxon
Mark Steven Mayfield
Joan McKniff
Willie Merkerson
Dan McKenzie Miller
Donald Maxwell Miller
Douglas E. Miller
Wanda M. Miska
Stephen B. Morisseau
Luther R. Morris
Kevin Morrissey
Kenneth Andrew Moskow
Andrew W. Oltyan
J. Martin O'Meara Jr.
Warren Neil Post
Linda Recht
Jonathan K. Rice
Christopher Richard
William E. Richey
Brooks A. Robinson
Fernando Mark Rondon
William H. Schauer
Bernardo Schwartz
Elizabeth Turner Shelton
Mark J. Sherman
Thomas F. Skipper
Philippa N. Smithey
Edith Arlene Spruill
Earl James Steele
Darnall Calvert Steuart
Hollis Spurgeon Summers III
W. Stuart Symington V
Molly J. Tasker
Peter Geoffrey Tinsley
Frank X. Tracy
Eric Ronald von Eckartsberg
D. Bruce Wharton
Gerri Lynne Williams

Secretaries

L. John Erickson
Robert K. Fujimura
Paul M. Thiel

Promotion of career member of the Senior Foreign Service of State, to class of minister-counselor, effective December 22, 1985:

Larry E. Lane □

Personnel at the UN mission

BY JULIA STEPHENS

The following is from an article in Management, a publication of the U.S. Office of Personnel Management.

Jeane Kirkpatrick and her successor at the UN, Ambassador Vernon Walters, have developed a creative personnel management strategy at the U.S. mission which has dramatically changed that office's operations and objectives.

"In just three years, we put together an extraordinarily effective team," says Ambassador Charles Lichenstein, Kirkpatrick's former alternate U.S. representative and currently senior fellow at the Heritage Foundation. "Ninety percent of our UN staff are members of the Foreign Service and ten percent are political appointees."

Management asked Kirkpatrick what advice she might offer to Walters? "Take an active interest not only in selection procedures used with the 10% mission employes who are political appointees, but also become involved with the processes governing which Foreign Service officers are to be rotated into and out of the UN mission," she says.

"I also believe the management team should be organized along both functional and geographic lines. Recruit with an eye on each candidate's operations expertise on the one hand, and his or her language and area expertise on the other. Finally, hire good communicators," says Kirkpatrick.

"Position descriptions for personnel now emphasize marketing. Today's U.S. staff is more articulate, affirmative and aggressive when stating foreign policy positions than were employes in the 1970s," says Lichenstein. "In the past, UN mission professionals took the defensive and lost ground. Today, our people exercise the 'right of reply' more often than employes have in any previous mission. Personnel are encouraged not to let criticism go unanswered and they defend U.S. positions, not only in formal debates, but also in the UN's many social settings." □

Simms' reporting is cited

John W. Simms has received a Superior Honor Award for his reporting last year from Consulate Hermosillo, while he was acting principal officer at the Mexican post.

He has retired from the Foreign Service and is now a consultant for the Bureau of Diplomatic Security. ■

IZMIR, Turkey—Consul general *Albert N. Williams* (third from right) presents awards in (left to right) *Mustafa Erakar, Kerim Alpaslan, Jale Kaptaner, Mukbule Sevil, Yucel Tuna.*

Schedule of courses at Foreign Service Institute

Program	May	June	July	Length of course
Area studies				
Africa, sub-Sahara	—	16	—	2 weeks
East Asia	—	16	—	2 weeks
Latin America	—	16	—	2 weeks
Near East and North Africa	—	16	—	2 weeks
South Asia	—	16	—	2 weeks
Southeast Asia	—	16	—	2 weeks
USSR/eastern Europe	—	16	—	2 weeks
Western Europe	—	2	—	1 week
Canada				
Language and advanced area courses				
French	5	2,30	—	20 weeks
German	5	30	—	20 weeks
Italian	5	30	—	20 weeks
Portuguese	5	30	—	24 weeks
Spanish	5	2,30	—	20 weeks
Familiarization and short-term (FAST) courses				
Arabic, Egyptian	—	30	—	6 weeks
Arabic, formal spoken	—	30	—	6 weeks
Chinese	—	30	—	6 weeks
French (metrop.)	5	2,30	—	10 weeks
French (sub-Sah.)	5	2,30	—	10 weeks
German	—	30	—	10 weeks
Indonesian/Malay	—	30	—	6 weeks
Italian	5	30	—	10 weeks
Japanese	—	30	—	6 weeks
Polish	5	—	—	6 weeks
Portuguese (L.A.)	5	30	—	10 weeks
Portuguese (Eur.)	5	30	—	10 weeks
Russian	5	—	—	6 weeks
Serbo-Croatian	5	—	—	6 weeks
Spanish (L.A.)	5	2,30	—	10 weeks
Spanish (Eur.)	5	2,30	—	10 weeks
Thai	—	30	—	6 weeks
Turkish	5	—	—	6 weeks
Overseas Briefing Center				
American studies, cross-cultural adaptation, and the logistics of Foreign Service life	—	2	—	2 weeks
Career planning seminar	—	24	—	4 days
English-teaching seminar	5	—	—	5 days
Going overseas (Wed. eve.: singles/couples)	7	—	—	1 day
(Sat.: families)	17	21	—	1 day
Parenting in the Foreign Service	21	—	—	1 day
Re-entry (Monday: spouses)	—	23	—	1 day
Regulations, allowances and finances	28	—	—	3 days
Budget and financial management	5	—	7	38 days
General services operations	5,27	16	7,28	35 days
Personnel operations	5,27	16	7,28	25 days
**Coping with violence abroad	5,12	2,9,16	7,14	
	19,27	23,30	21,28	1 day

**This course used to be available on a walk-in basis. You must now preregister.

Consular training	Pre-registration required for:
ConGenRoeslyn basic consular course	Continuous enrollment: 24 days
Consular orientation program	Continuous enrollment: 7 days
Immigration law and visa operations	*Correspondence course
Mid-level consular functional intensive	Six-week course

(Continued on next page)

At the Capitol

A five-day seminar on executive-congressional relations is being offered, through the Foreign Service Institute, on Capitol Hill, April 7–11, from 8 a.m. to 4 p.m. The program is designed to increase understanding of the role of the legislative branch in foreign affairs. Employees in grades FO–1–4, FP–1–4 and GS–9–15 are eligible. For information, contact your bureau training officer or the institute, 235-8776. □

'Blacks in Government'

Blacks in Government, a nonprofit organization, will hold its eighth annual national training conference in Cincinnati, August 13–17. The meeting will feature workshops and sessions on administration, career management and business development. Registration fees and/or travel funds for Department employees may be funded, and training time may be authorized. For information, call the organization, 638-7767. ■

South Africa is topic

The Advisory Committee on South Africa will meet in closed session on May 6 to discuss the situation in South Africa and the evaluation of U.S. policy. For information, call Peter Jensen, 647-8971. □

State Department's current publications

Following is a list of current publications released by the Bureau of Public Affairs, of interest to those who wish to follow certain issues closely, or who write and/or give speeches on foreign policy.

The publications are available in the Department of State library in Washington and in the post libraries overseas. Free, single copies may be obtained from the Public Information Service, Bureau of Public Affairs, Department of State, Washington, D.C. 20520. Telephone: (202) 647-6575-6.

Secretary Shultz

"International Affairs: Fiscal Year 1987 Budget," Senate Budget Committee, February 19 (Current Policy No 795).

"Foreign Policy Challenges," House Committee on Foreign Affairs, February 5 (Current Policy No. 790).

"Enhancing Diplomatic Security," Senate Committee on Foreign Relations, February 4 (Current Policy No. 788).

Africa

"The United States and Angola," Chester A. Crocker, assistant secretary for African affairs, Senate Committee on Foreign Relations, February 18 (Current Policy No. 796).

"Promoting Positive Change in Southern Africa," Michael H. Armacost, under secretary for political affairs, Carleton College, Northfield, Minn., January 24 (Current Policy No. 789).

"United States Wants An End to Apartheid," William B. Robertson, deputy assistant secretary for African affairs, International Conference Against Apartheid, Ebenezer Baptist Church, Atlanta, January 19 (Current Policy No. 787).

Arms control

"U.S. Strategic Force Structures: The Challenge Ahead," Paul H. Nitze, special adviser to the President and Secretary on arms control matters, American Institute of Aeronautics and Astronautics Strategic Systems Conference, Monterey, Calif., February 4 (Current Policy No. 794).

Europe

"The Stockholm Conference and East-West Relations," Robert L. Barry, head of the U.S. delegation to the Stockholm Conference on Confidence and Security-Building Measures and Disarmament in Europe, Royal Institute for International Affairs, London, February 4 (Current Policy No. 793).

Foreign aid

"International Affairs: Fiscal Year 1987 Budget," Secretary Shultz, Senate Budget Committee, February 19 (Current Policy No. 795).

General foreign policy

"Foreign Policy Challenges," Secretary Shultz, House Committee on Foreign Affairs, February 5 (Current Policy No. 790).

Human rights

"1985 Human Rights Report," February 1986 (Special Report No. 140).

International economics

"Commodity Markets and Commodity Agreements," Allen Wallis, under secretary for economic affairs, National Coffee Association, Boca Raton, Fla., February 11 (Current Policy No. 791).

Near East and South Asia

"Review of Developments in the Middle East," Richard W. Murphy, assistant secretary for Near Eastern and South Asian affairs, Subcommittee on Europe and the Middle East, House Foreign Affairs Committee, January 28 (Current Policy No. 786).

"Soviet Influence on Afghan Youth," February 1986 (Special Report No. 139).

—(Continued from preceding page)

Program	May	June	July	Length of course
Nationality law and consular procedure	*Correspondence course			
Overseas citizens services	*Correspondence course			
Passport examiners	*Correspondence course			
	*See Airgram A-660 (dated 7/17/84)			
Economic and commercial training				
Advanced economic review seminar	—	—	14	5 weeks
Applied economics for foreign affairs	—	—	14	6 weeks
Contemporary economic and quantitative analysis	—	—	14	5 weeks
Orientation to overseas economic function	—	—	7	2 weeks
Foreign Service economic/commercial studies	—	—	7	26 weeks
Information systems managers training prog.	—	—	7	4 weeks
Executive development				
*Deputy chiefs of mission	—	8	20	2 weeks
Washington trade craft	—	—	7	2 weeks
*By invitation only				
Political training				
Foreign affairs interdepartmental seminar	19	—	—	2 weeks
*Political analysis and policy	—	2	28	5 weeks
*Political trade craft	—	—	7	3 weeks
*For assigned State Dept. officers only				
Orientation				
Orientation for Foreign Service officers	—	23	—	7 weeks
Orientation for Department officers	—	9	—	2 days
Orientation for Foreign Service personnel	—	9	—	1 week
Department clerical orientation	12	9	—	7 days
Foreign Service secretarial training	—	30	—	6 days
Foreign Service secretarial refresher/re-entry	Schedule arranged			Individual
First-time ambassador's secretary's briefing	Schedule arranged			Individual
Communication skills				
Career development seminar (GS-7 and above)	—	24	—	5 days
How to communicate by letter and memo	To be announced			30 hours
Management seminar on EEO	—	5	—	1 day
Clerical skills				
Department correspondence	Schedule arranged			Individual
Managing words (word-processing training)	Schedule arranged			Individual
Management skills seminar for secretaries	—	—	16	3 days
OCR telegram preparation workshop	Schedule arranged			Individual
Preparation of travel vouchers	Schedule arranged			Individual
Workshops for managers				
Notetaking for managers	Schedule arranged			(Ind., on request) □

Terrorism

"Drug Wars: The New Alliances Against Traffickers and Terrorists," Elliott Abrams, assistant secretary for inter-American affairs, Council on Foreign Relations, New York, February 10 (Current Policy No. 792).

"Enhancing Diplomatic Security," Secretary Shultz, Senate Committee on Foreign Relations, February 4 (Current Policy No. 788).

U.S.-Soviet affairs

"Soviet Influence on Afghan Youth," February 1986 (Special Report No. 139).

"Expulsions of Soviets Worldwide, 1985," January 1986 (Foreign Affairs Note).

GIST

"The Horn of Africa: U.S. policy" (2/86).

"Protectionism" (2/86).

"U.S.-supported human rights program in South Africa" (2/86).

Background Notes

Congo (12/85).

Uruguay (12/85).

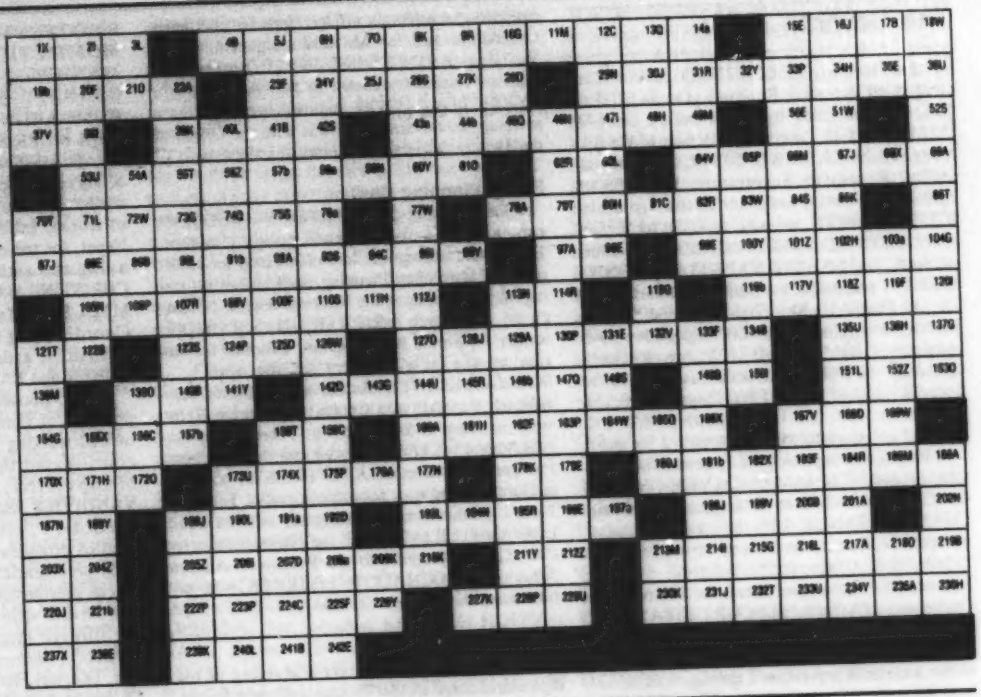
Western Samoa (12/85). □

Diplo-Crostic No. 36

BY CAROL BECKER
Department of State Historical Office

DIRECTIONS

To solve this puzzle, write the words that you can guess from the definitions in the numbered blanks provided, and then transfer the letters to the corresponding numbered squares in the diagram. Working back and forth, a quotation will appear in the diagram reading left to right. When all the words have been filled in, the author and title of the book from which the quote was taken will appear as the first letter of each word reading down. The solution will be published in next month's STATE magazine. (Ms. Becker's "Diplo-Crostic No. 35" appeared in the February issue; the solution was in the March STATE.)



DEFINITIONS **WORDS**

A. U.S. jurist (full name) ___ ___ ___

Bureau Notes

The Seventh Floor

On February 20 SECRETARY SHULTZ accompanied President Reagan to Grenada, West Indies. Accompanying the Secretary were M. CHARLES HILL, executive assistant to the Secretary; PATRICK F. KENNEDY, executive director, Executive Secretariat; JONATHAN BENTON, special assistant to the Secretary; JOYCE NESMITH, personal assistant to the Secretary; EDWARD SMITH, staff officer, Secretariat Staff; and SAADIA SARKIS and DONNA DEJBAN, secretarial assistants, Secretarial Staff ... On March 10 Mr. Shultz traveled to Palm Desert, Calif., for a speaking engagement. Accompanying him were Mr. Hill; Mr. Kennedy; GERALD ANDERSON, special assistant to the Secretary; ELLEN SHIPPY, deputy director, Secretariat Staff; and JACQUELINE MACUK, personal secretary to Mr. Shultz.

Employees departing the Executive Secretariat included WILLIAM C. DAVIDSON, from the Operations Center to language training; CHARLES STANGE, from the information management section to the Bureau of International Organization Affairs; CATHY BING, from the Executive Office to the Bureau of International Organization Affairs; and CURTIS TAYLOR, from the information management section to the Executive Office ... JAMES L. TRENT, chief of the secretariat's combined message center, retired from the Department after 30 years of federal service, on February 28 ... The secretariat welcomed JOANNE GRAVES, personnel management specialist, to the executive director's staff, and PHILIP COVINGTON, operations officer, to the Operations Center. □

Office of the Under Secretary for Political Affairs

Under Secretary MICHAEL H. ARMACOST traveled to New York, February 20, to address a luncheon session of the Council on Foreign Relations. He was accompanied by special assistants WILLIAM ITOH and GERRIT GONG ... Mr. Armacost appeared on both the CBS and NBC early morning news programs, February 26, to discuss the situation in the Philippines ... On March 3 he gave a briefing on the Philippines at the Foreign Press Center.

Special assistant WILLIAM BROWNFIELD addressed the Stanford University "Great Issues in Government" program, February 6, on U.S. foreign policy in Central America ... On February 25 he addressed European and Canadian parliamentarians from the North Atlantic Council on the same subject ... CYNTHIA R. BUNTON, international relations officer, departed the under secretary's staff for her new assignment in the Sinai ... ANDREW STEINFELD joined the staff as a special assistant to Mr. Armacost ... HENRIETTA AUSTIN assumed her duties as a secretary on the staff. She was with the Office of the Deputy Assistant Secretary for Personnel. □

Policy Planning Staff

On February 25–26 PETER W. RODMAN conducted talks with French policy planners. These were among his last official duties as director of the Policy Planning Staff before assuming his new duties at the National Security Council ... On March 3 RICHARD H. SOLOMON, formerly with the RAND Corp., assumed his duties as the new director of the staff ... WILLIAM KONTOS, former senior adviser, represented the staff at a Council on Foreign Relations meeting in South Africa, February 26 ... NELSON C. LEDSKY, principal deputy director, and staff member AVIS BOHLEN traveled to Germany and Italy for planning talks, February 1–15 ... Employees departing the staff included LUCIAN PUGLIARESI, to the National Security Council; Mr. Kontos, to the Bureau of African Affairs; and MICHAEL P. BOERNER, who retired from the Foreign Service. □

Office of Protocol

Following the Secretary's greeting of the diplomatic corps in the Thomas Jefferson Room, chief of protocol SELWA ROOSEVELT escorted the chiefs of mission to the Capitol for the President's state-of-the-union address. Coordinating the event was MICHELE ROSSI. Assisting were associate chief RICHARD GOOKIN, assistant chief CATHERINE MURDOCK, acting assistant chief PAMELA GARDNER, LAWRENCE DUMHAM, APRIL GUICE, GEORGIA BOOTH, MICHELE ROSSI, JAYN MONTIETH, PATRICK DALY, JAMES MANNING, REBECCA BOYD, LOUISE BENNETT, KIM MIDDLETON, RANDY BUMGARDNER, ELIZABETH BELLS and TINA MORRIS.

At a White House ceremony, February 18, acting chief of protocol TIMOTHY TOWELL escorted to the President the appointed ambassadors of Korea, Indonesia, Belgium, Suriname and Nepal, for presentation of credentials. Accompanying the ambassadors were Mr. Gookin, CHRISTINE HATHAWAY. Mr. Daly, LYNNE MILLER, Ms. Boyd and Mr. Dunham. Coordinating the event was CATHERINE GERARDI, assisted by JEAN JACKSON, JOY COHEN and SALLIE CLAIBOURN.

Mrs. Roosevelt and Mr. Towell escorted the president of Cameroon and his wife during their official working visit to Washington. Ms. Boyd coordinated the visit, assisted by MARY MASSERINI, Mr. Daly, MARY ELLEN VANDIVIER and JAMES PAYNE ... LINDA MYSLIWY, assisted by JULIE ANDREWS, handled arrangements for and traveled with the U.S. presidential delegation to the Philippines special presidential and vice presidential election.

Private visits to Washington were made by the foreign ministers of India, Indonesia, Mexico, Venezuela, Colombia, Panama, Argentina, Uruguay, Brazil, Peru, Oman and Panama; PRINCESS MARGARET and the second vice president of Peru. These visits were coordinated by SAMUEL CASTLEMAN, JAMES MANNING, Mr. Daly and Ms. Mysliwy.

Under the direction of Ms. Gardner, the Ceremonials Division handled arrangements for the secretary and Mrs. Shultz's dinner in honor of the president of Cameroon and his wife; the Secretary's luncheons honoring the minister of exter-

SEVENTH FLOOR—Deputy Secretary *John C. Whitehead*, left, and Soviet Ambassador *Anatoliy Dobrynin* exchanged notes to ratify an agreement to permit resumption of flights between the United States and the Union of Soviet Socialist Republics, by Pan American and Aeroflot.

nal affairs of India; the Contadora foreign ministers; and the deputy secretary's luncheon honoring the under secretary of state for external affairs of Canada. MICHELE ROSSI and APRIL GUICE coordinated these events. The luncheon hosted by Mrs. Shultz for the wife of the president of Cameroon was coordinated by GEORGIA BOOTH ... Mr. Dunham traveled to Los Angeles to offer testimony on behalf of the United States Government in the case of U.S. v. Miller. □

Administration

Office of Communications

Deputy assistant secretary ROBERT RIBERA addressed the 31st junior officer class of the Foreign Service, at the Foreign Service Institute, on communications assets of the Department ... He gave a report on the Gramm-Rudman-Hollings law, and also defined the role of the directors of communications at the Office of Communications February monthly meeting ... The guest speaker for February was CHARLES SCOTT, director for resource management (formerly human resources planning) in the Office of Communications. Mr. Scott's topic was "Some Aspects of Personnel Management in the Office of Communications." This featured a comparison of the Civil Service and Foreign Service systems, and advice on how to utilize them to carry out the Office of Communications' functions ... A class of 20 new-hire communications officers was sworn in on February 12. Class members have begun their orientation and training prior to being assigned overseas ... Mr. Ribera presented graduation and achievements certificates to a recent class of 13 communications support officers who have successfully completed their 12 weeks of communications training ... With the chief of the Maintenance and Logistics Division, DAVID BORTER, he traveled to Albany, Ga., February 19–20, to review the Office of Communications' new technical support facility.

The secure record communications program for small Foreign Service posts has been approved. These posts presently utilize the slow one-time-pad for processing urgent classified communications. The plan is to install secure voice telephone units which have a data transmission port to connect with a Tempest facsimile machine, to communicate via page copy with the supervisory embassy. Twelve posts have been identified for this installation in this fiscal year.

People: ROBERT BROWNFIELD assumed his duties as director of technical services, February 18; his previous assignment was with the headquarters of the Defense communications agency, as assistant deputy director for operations ... KENNETH KIDWELL, who had been acting director of technical services, resumed his duties as chief of the Communications Security Division, February 18 ... The following were here on consultation recently: MICHAEL MEYERS, Dhaka; CAMILLE MIDDLETON, Bangui; JACQUELINE SMITH, Prague; ROBERT ARRIAGA, San Salvador; KENNETH HOEFT, NATO, Brussels; DIAZ RODRIGUEZ, Bonn; LOUIS VRANIAK, Manila; BOBBY BALDERAS, Karachi; ARTHUR NEELY ... Completing courses in the Training Division were ANDRES AGAN, Bucharest; MICHAEL BOSTIAN, Managua; STEPHAN CAMPOS, Sofia; ROBERT HAINES, Madrid; KARL JARVIS, Brasilia; PAULA LANDSBERGER, Oslo; RONNIE MARTENSEN and NELSON PARKINSON, Rome; JOSEPH TOONE, Paris; JOSEPH ZUCCARINI, Geneva; BONNIE NORTH, Tegucigalpa; JAMES BARCLAY, Dar es Salaam; RENEE CHAMP, Berlin; EDMUND GAGLIARADI, Pretoria; PETER KING, Accra; RAYMOND POWERS, Ouagadougou; JASPER DANIELS, Algiers; DAVID PATTERSON, Madrid; FRONTIS WIGGINS, Cairo; KENNETH HOEFT, NATO; BRAD HAM, Santiago; RICHARD GUNN, Grenada; RAY AHRING, Paramaribo; VIANNA FIESER, Palermo; BRUCE WATSON, Marseille; GREGORY TYSON, La Paz; ROBERT REED, Khartoum; DANIEL FISHER; LINDA KENT; JOSEPH KEATON; CALVIN WILLS, Riyadh; DAVID WAGNER, Guatemala; FRED ELMENDORF, Tegucigalpa; JANE FLORENCE, Karachi; ROY BAUGH and WILLIAM FORD, rovers; CARLA FLEMING, Madrid; DOROTHY TARBY, Pretoria; CRAIG SPITZER, rover; FRED KING, Bogota. □

Office of Language Services

On February 3 DONALD C. HUNTER assumed his duties as acting administrative officer, following the resignation of CAROL CASEY ... During February, the office welcomed three new staff employees: Spanish translator ELIZABETH COUTS, German interpreter ADRIENNE CLARK-OTT and clerk-typist GABRIELLE PELCZYNSKI ... On February 20, more than 50 colleagues and friends traveled to Owings, Md., to attend funeral services for ANTHONY D. SIERRA, chief, Translating Division, who succumbed to a heart attack on February 14.

Travel assignments included those of LAWRENCE BURRELL to Geneva, STEPHANIE VAN REIGERSBERG to Lima, RITA BOREN to Colombia and ELIZA BURNHAM and ALEC TOUMAYAN to Algiers and Zimbabwe ... Chinese staff interpreter VIVIAN CHANG attended a two-week orientation seminar on the Near East and North Africa. □

BOGOTA, Colombia—Ambassador *Charles A. Gillespie Jr.*, left, presents Meritorious Honor Award to communications officer *William A. Headrick* for his installation of a classified information handling system.

African Affairs

Office of the Assistant Secretary: Assistant Secretary CHESTER CROCKER addressed the American Legion, in Washington, February 24, and the Council on Foreign Relations, in New York, February 26 ... He participated in a forum at Oxford University, England, February 28, on South Africa ... On March 6 he met with an official of the Soviet foreign ministry, in a continuation of discussions on regional conflicts ... Deputy assistant secretary FRANK WISNER addressed the National War College, February 18, in Washington ... Deputy assistant secretary WILLIAM ROBERTSON addressed the Georgia Alumni Society, Athens, Ga., February 15, and the Hunter Woods School, Reston, Va., February 21 ... On February 22 he addressed the Greater Brainard Area Jaycees and the Afro-American

KISMAYO, Somalia—Ambassador *Peter S. Bridges* and President *Mohamed Siad Barre*, at beginning of work on port rehabilitation project.

Heritage Council, in Chattanooga, Tenn ... Deputy assistant secretary PRINCETON LYMAN participated in the National Jewish Community Relations Advisory Council meeting, February 17, in New York.

South Africa Working Group: DOUGLAS HOLLADAY, director, participated in a panel on South Africa, at the National Jewish Community Relations Advisory Council meeting, in New York, February 16 ... He addressed women officials of the National Association of Counties, March 4, in the Department ... ALAN VAN EGMOND was a guest speaker at the Washington Journalism Center, March 7, in Washington, to discuss South Africa ... WILLIAM JACOBSEN addressed the Wisconsin Bar Association, January 30, in Milwaukee; the Decatur (Ill.) Rotary Club, February 2; the Rotary Club of New Orleans, February 19; and the University of Washington, at Seattle, March 3.

Office of Regional Affairs: Acting office director DAVID LYON represented the bureau at the NATO experts' meeting on Africa, in Brussels, February 12–23 ... Labor officer RAY PARDON represented the bureau at the annual African/American Labor Center—AFL-CIO conference, in Mauritius, January 20–24, followed by consultations in South Africa and Sudan ... Political/military officer GREGORY BRADFORD visited Sudan, Kenya, Liberia and Nigeria, for a series of political/military discussions with embassy and host national officials. He also visited the European Command headquarters, to discuss African military assistance ... JOAN K. EKBLAD joined the office as a secretary, February 26, replacing GERALDINE CARBONNIER, who retired with 31 years of Government service.

Office of Southern African Affairs: Director JEFFREY S. DAVIDOW accompanied Mr. Crocker to southern Africa, January 9–15 ... He then consulted with Embassy Harare, January 16–17 ... He addressed a seminar group on "U.S. Policy Perspectives on Events in Southern Africa," at the National War College, February 21 ... RAYMOND F. SMITH, deputy director, and KENNETH KOLB, country officer for Zimbabwe and Lesotho, served as members of the U.S. delegation to the southern Africa development conference, in Harare, January 29–31 ... After the conference, Mr. Smith visited Maputo, Maseru, and Cape Town, on consultations ... Mr. Kolb continued on to Gaborone, Maseru, Pretoria and Johannesburg ... ROBYN HINSON-JONES, country officer for Zambia and Malawi, traveled to Lusaka, Lilongwe, Maputo and Johannesburg, on consultations and orientation, January 28–February 14.

Office of West African Affairs: On February 21 director Howard K. Walker spoke at the National War College on "U.S. Policy Perspectives on West Africa and Nigeria." ... On March 4 he spoke before the Africa sub-Saharan areas studies students at the Foreign Service Institute, on "Western Africa and American Policy." ... On February 4 deputy director KEITH WAUCHOPE gave a presentation on contemporary issues in West Africa, to the Foreign Service Institute African area studies course ... STEVE BRUNDAGE, desk officer, took an orientation trip to The Gambia, Senegal and Mauritania, January 24–February 12 ... He participated in economic bilaterals with the French government, in Paris, February 13 ... On February 21 DEBORAH ODELL, Office of Western African Affairs, briefed students attending Georgetown University's "Model United Nations," on Burkina Faso ... On January 20 MARSHALL McCALLIE, country officer for Nigeria, spoke to several audiences at Arkansas College, Batesville, Ark., on recent events in Nigeria, U.S. policy in Africa and human rights considerations in foreign policy.

Office of Central African Affairs: JANET I. RHODES joined the secretarial staff, replacing F. SUSAN MOSLEY. □

Consular Affairs

From February 10–14, ALLAN W. OTTO, associate director of visa services, was a guest speaker at a conference sponsored by the U.S. Immigration and Naturalization Service in Denver ... LARRY COLBERT, director of Visa's Field Support and Liaison Division, traveled to Hong Kong, Guangzhou, Beijing and Shanghai, for consultation with posts and review of visa operations, March 1–17 ... BARBARA BELSITO, Post Liaison Division, Visa Office, went to Panama, San Jose, San Salvador, Tegucigalpa and Guatemala City, February 23–March 18, to consult with posts on visa problems in adoption cases ... From February 24–March 19, ALAN LATIMER, Systems Liaison and Procedures Division, Visa Office, traveled to Cairo, to train personnel in the use of the immigrant visa application control system; to Rome, to teach the use of the nonimmigrant visa computer-assisted processing system; and to Frankfurt and Zurich, to follow-up training and to assist in implementation of new procedures ... DAVID HUSAR of that office traveled to Toronto, to train personnel in the use of the nonimmigrant visa computer-assisted processing system, February 10–13 ... The Visa Office welcomed BRUCE KEELING to the Post Liaison Division.

The deputy assistant secretary for overseas citizens services, T.A.D. THARP, with CARMEN A. DiPLACIDO, director of citizens consular services, and WILLIAM EDMONDS, Citizens Consular Services, met with officials of the Defense Department's federal voting assistance staff. The purpose was to begin coordinating agency services to overseas voters for the upcoming November congressional elections ... JOHN H. ADAMS, director, Citizens Emergency Center, addressed the Pacific Area Travel Association, in Detroit, February 25, on consular services for Americans traveling abroad ... On February 13 he spoke on safety of Americans abroad, at the conference on terrorism, tourism and travel security at the Washington Convention Center ... KATHLEEN PETERSON, chief, Latin American Division, traveled to Panama City, February 24, to participate in workshops for consular officers and Foreign Service national personnel, sponsored by the Foreign Service Institute ... The Citizens Emergency Center welcomed consular officer LOUISE EATON to its staff. Her previous assignment was with the

ANKARA, Turkey—At presentation of a Group Meritorious Honor Award to the consular section, left to right, first row: *Ferenc Smolyi, Ester Lambet, Tuncay Akit*, Ambassador *Robert Strausz-Hupe, Elcin Basar, Behcet Ozsoy*. Second row: *Thomas Murphy, Philip Kosnett*.

Office of the Ambassador-at-Large for Counter-Terrorism ... From March 2–5, MONICA GAW, Citizens Consular Services, attended the first national conference on missing and exploited children. She addressed the conference on consular assistance in matters related to parental child abduction, child abandonment and abuse or exploitation of U.S. citizen-children abroad.

PHYLLIS CUBBINS, antifraud program coordinator, Seattle Passport Agency, traveled to the Minneapolis area, to address U.S. Customs and immigration personnel regarding the secure features of the U.S. passport ... She also visited the four offices of the Hennepin County clerk of the District Court, in Minneapolis, Minnetonka, Edina and Brooklyn Center, Minn. to discuss passport fraud ... The Seattle Passport Agency welcomed DELORES RINA BOYD, who was formerly the antifraud coordinator at the Chicago Passport Agency ... A representative of the local FBI office conducted two seminars for the adjudication staff, at the Seattle agency, regarding interviewing techniques and body language. Also present at the seminar were the local State Department security agents. □

East Asian and Pacific Affairs

Assistant Secretary PAUL WOLFOWITZ testified, January 23, before the Senate Foreign Relations Committee, on the Philippines ... On February 18 he addressed the Council on Foreign Relations, in New York ... He testified before the House Foreign Affairs Subcommittee on East Asia, February 20, regarding the Philippines and, before the Senate Foreign Relations Committee, February 27, regarding prisoners of war and others missing in action ... On March 12 he relinquished his duties as assistant secretary to become ambassador to Indonesia; GASTON J. SIGUR was sworn in as assistant secretary, March 12.

Principal deputy assistant secretary JOHN C. MONJO was the guest speaker at the Indonesian-American Society dinner, January 9 ... On January 16 he was the guest speaker at the New York Metropolitan Republican Club ... He traveled to Indonesia, January 21–27, with the pre-advance team from the White House ... He traveled to the Philippines, February 4–10, with the election observer team ... He traveled to Thailand, March 15–22, to attend the East Asia regional narcotics conference, in Bangkok ... He also visited the consulate in Songkhla ... He was accompanied throughout the trip by the director of the Office of Thailand Burma Affairs, CHARLES SALMON.

Deputy assistant secretary WILLIAM C. SHERMAN attended the U.S.-Japan XVI Security Subcommittee meetings in Honolulu, January 15–17 ... Following these meetings, he traveled to Tokyo and Seoul for consultations, January 19–25.

Deputy assistant secretary JAMES R. LILLEY addressed the Christian Democratic international delegation, February 5, regarding U.S. East Asian policy ... He chaired the South Pacific nuclear free zone conference, at the Department, February 13 ... On February 19 he addressed the U.S.-Asia Institute conference regarding "The Political Dimensions of U.S.-Asia Trade." ... He addressed the Pacific Basin Economic Council-U.S. Committee, at the Vista International Hotel, February 20. His topic was "China—The Current Status."

Deputy assistant secretary WILLIAM PIEZ participated, February 25, in the second series of a seminar on U.S.-Japan relations, sponsored by the Council on Foreign Relations in New York ... Along with the under secretary for economic affairs, W. ALLEN WALLIS, he participated, February 28–March 1, in the U.S.-Japan economic subcabinet meetings, in Tokyo.

Secretary PENNY O'BRIEN left the bureau's front office, March 24, to take up her new duties as secretary to Mr. Wolfowitz in Jakarta.

Australia country officer FRANK TATU visited Canberra, January 29–31, for the first principal officers' conference under new Ambassador LAWRENCE W. "BILL" LANE, and Sydney, for discussions with the new leadership of the Australian Bicentennial Authority.

Office of China Affairs deputy director CHRIS SZYMANSKI spoke, February 28, to the Florida world affairs group, "Broader Horizons," on Sino-U.S. relations ... Together with desk officer HOWARD STOFFER, he consulted with several Florida aerospace firms doing business in China ... The deputy director for political affairs, GENE MARTIN, and deputy director for economic affairs, JOAN PLAISTED, attended a China post reporting conference, in Hong Kong, March 10–11, and visited posts in China for consultations ... Desk officer MORTON HOLBROOK traveled to Beijing, Urumqi, Turfan, Shenyang and Shanghai, February 18–March 2, for meetings with Chinese and American officials ... He delivered a lecture, on the American legal system, to the Xinjiang University law faculty in Urumqi ... Desk officer BOB GOLDBERG attended a conference on business in China, given by the State University of New York, in Binghamton, February 24–25.

ROBERT B. DUNCAN, director, Office of Economic Policy, visited southeast Asia, January 13–26, to investigate prospects for regional economic integration ... He represented the bureau at the National Defense University's February 13–14 symposium, "Pacific Basin Security: Economic Dimension." ... YASUKO RIGGS has joined the Office of Economic Policy.

The acting director of the Office for Indonesia, Malaysia, Brunei and Singapore, TIM HAMILTON, traveled to Bali, Indonesia, February 23–March 2, with the White House pre-advance team ... Ambassador THOMAS P. SHOESMITH (Malaysia) was in the Department for consultations, March 5–6 and 13–14 ... On March 10–12 he participated in the bureau-organized second U.S.-Malaysia colloquium, at Airlie House, Va. ... DAVID BROWN, political counselor at Embassy Kuala Lumpur, with TIM HAMILTON and GENE CHRISTY, attended the colloquium ... JOHN H. HOLDRIDGE, former ambassador to Indonesia, retired at post on January 3; he will be serving on

the board of directors of the Pacific Forum.

The director of the Office for Japanese Affairs, THOMAS C. HUBBARD, and deputy director REA BRAZEAL participated in the visit of the Japanese foreign minister to Washington, January 9–10. Japan desk officers and staff provided support for his visit ... Rea Brazeal participated in the U.S.-Japan market-oriented sector selective plenary in Washington, January 8 ... The deputy director for political affairs, CHARLES KARTMAN, traveled to Tokyo with White House staff, for discussions with Japanese officials on the President's trip to Japan for the Tokyo summit, to take place in May ... Political-military officer JOHN SCOTT traveled with Ambassador EDWARD ROWNY, February 5–12, to Japan, China, Korea and Australia, to discuss U.S.-Soviet arms control negotiations ... Economic officer ROBERT REIS participated in Nippon Telephone & Telegraph consultations, in Honolulu, and in U.S.-Japan fisheries discussions, in January ... Economic officers BRIAN MOHLER traveled to Tokyo, January 28–30, for discussions with Japanese officials on access for U.S. lawyers to participate in Japan.

LEE COLDREN, deputy director, Office of Korean Affairs, visited Honolulu and Seoul, February 1–8, in preparation for the annual U.S.-Republic of Korea security meeting, in April ... DAVID LAMBERTSON, deputy chief of mission-designate, Seoul, was in the Department for consultations, February 18–21.

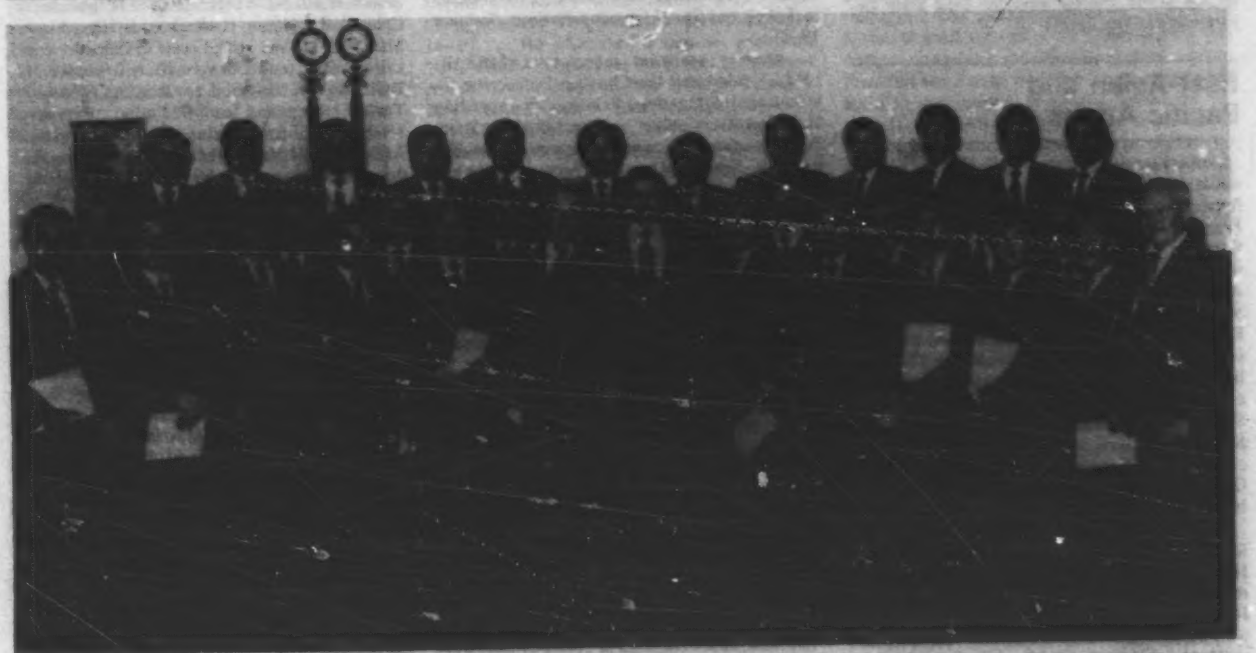
The director of the Office of Philippine Affairs, JOHN MAISTO, traveled to Manila with the official election observer delegation, February 4–10 ... Also traveling to Manila from the bureau during the visit of the official observer delegation were JOHN FINNEY, KEVIN KEARNS, BOB RICH, DIANE RICE, MARY ANN COTE and JIM WARLICK ... The special representative of the President, PHILLIP HABIB, traveled to Manila, February 13–22, to consult with the Marcos government and leading members of the opposition ... He traveled again to Manila, February 24–March 7, in coordination with the embassy, to establish contacts with the new Philippines government and identify new areas where the U.S. Government might be of assistance ... He was accompanied on both trips by Mr. Maisto ... Mr. Rich traveled to Honolulu, March 1, to serve as the senior U.S. representative to consult with former President FERDINAND MARCOS and his party.

The ambassador to Burma, DANIEL O'DONOHUE, was in the Department for consultations March 3–10.

Desk officer STEPHEN JOHNSON, Office of Vietnam, Laos and Cambodia, accompanied Senator FRANK H. MURKOWSKI (R.-Alaska) to Hanoi, Vientiane and Bangkok, January 3–14 ... TERRY BREESE left the office, February 1, for Malaysian language training, after which he will be assigned to Kuala Lumpur ... JOSEPH SNYDER traveled to Hanoi, Bangkok and Seoul, February 11–18, with the House of Representatives prisoner of war/missing in action task force. The task force was led by Representative GERALD SOLOMON (R.-N.Y.) ... THERESA TULL, charge d'affaires in Laos, was in the Department for consultations, January 12–17 and February 3–4. □

Economic and Business Affairs

Assistant Secretary DOUGLAS W. McMINN traveled to Japan, February 27–March 5, to participate in the biannual U.S.-Japan economic subcabinet meeting and to discuss bilateral trade issues with Japanese officials ... WILLIAM B. MILAM, deputy assistant secretary for international finance and development, spent two days in New York, as U.S. representative to the January 20–31 reconvened special session of the UN Commission on Transnational Corporations. The session is charged with negotiating a code of conduct on transnational corporations ... CLARKE N. ELLIS, director,



SEOUL, Korea—At safe-driving award ceremony, from left (first line): *Kang Sin Woo, Lee Yong Tae, Ko Yung Kil, Park Yung Jin, Kim Jae Eui,* Ambassador *Richard L. Walker,* Assistant Secretary *Paul D. Wolfowitz, Kim Jun Hui, Chung Tae Jong, Lee In Bok, Jae Chang Duk, Shin Yong Kyun, Bernard J. Lavin.* Second line: *Kim Jae Yong, Cho Yong Jun, Hong Man Ho, Kim Yung Bum, Kim Min Soo, Kim Seung Yun, Hyun Kang, Kim Ik Sung.* Last line: *Han Ki Hak, Kim Sung Hwan, Kang Maeng Ho, Lee Sung Hwan, Kim Se Sup, Kim Choon Ki, Kang Won Chul, Park Yung Hwan, Kim Kyung Ho, Woo Sung Hwan, Chung Ha Sung, Park Yun Bae.*

Office of Investment Affairs, who served as alternate U.S. representative to the same meeting, headed the U.S. delegation for the rest of the two-week session ... While in New York for the code negotiations, Mr. Ellis gave an address on U.S. international investment policy to the International Investment Committee of the National Foreign Trade Council, on January 23 ... He appeared as the discussant for a seminar panel on the role of public and private investment in regional security and economic development, during the seventh annual Pacific symposium at National Defense University, on February 13.

The deputy assistant secretary for international trade controls, DALE TAHTINEN headed an interagency delegation to seven European Coordinating Committee on Export Controls capitals (Bonn, Paris, London, Rome, Brussels, Oslo, The Hague), and Tokyo, February 17–28. The bilateral meetings succeeded in strengthening support from the U.S. partners for efforts underway with other countries to enlist their cooperation with members' export controls. The issue will be discussed at a March 17–20 meeting of the Subcommittee on Export Controls.

JEFFREY N. SHANE, deputy assistant secretary for transportation affairs, represented the Department, February 12, at meetings at the Department of Transportation with RUSSELL SUNDERLAND, the United Kingdom's under secretary for shipping policy, ministry and transport ... On February 19 Mr. Shane testified before the House Foreign Affairs Committee, regarding aviation security ... On February 24–28 he traveled to London, to conduct civil aviation negotiations with the United Kingdom ... On March 3–7 he conducted civil aviation negotiations with the Japanese, in Washington ... On March 18 he addressed the International Aviation Club, in Washington, on U.S. aviation negotiating policy ... CHARLES ANGEVINE, special negotiator for transportation affairs, chaired the U.S. delegation for the U.S./Greek civil aviation negotiations, February 11–14, in Washington ... STEVE PRUETT, Office of Aviation Negotiations, provided staff support ... Mr. Angevine traveled to Athens, March 18, to resume discussion with Greece ... On February 25–26 he met with German civil aviation officials, for informal aviation consultations ... On February 27–28 he chaired the U.S./Korean civil aviation talks in Washington ... On March 10–14 he traveled to Paris, to chair the U.S. delegation to the U.S./French aviation negotiations ... ERWIN VON DEN STEINEN, director, Office of Aviation Programs and Policy, chaired civil aviation negotiations with the government of Ireland, on a preinspection program at Shannon Airport. The talks were held February 18–21 in Washington ... CURT STONE of the office provided staff support ... On February 25–26 GREGORY DELAWIE of the office traveled to Orlando, to speak before the International Operators Committee of the International Business Aviation Council, about safety and security when flying outside the United States ... INGRID KOLLIST has entered on duty in the office, and FELECIA CARPENTER has entered on duty in the Office of Energy Consumer/Country Affairs. □

European and Canadian Affairs

Office of the Assistant Secretary: Assistant Secretary ROZANNE L. RIDGWAY traveled to St. Paul-Minneapolis, for an address at Hamline University, February 17 ... On February 18 she spoke at Eastern Illinois University ... On February 19 she addressed the Mid-America Committee ... M. JAMES WILKINSON, deputy assistant secretary, was on consultations in London,

HELSINKI, Finland—At awards ceremony, from left: *Lars Linnell, Don Ballou, Tuula Tossy, Ambassador Keith F. Nyborg, Kathy Smith, James Ford Cooper.* Rear: *Jorma Tapiovaara, Mikko Luoto, Matti Parssinen, David Wagner, Reimo Antonen, Leif Sundstrom, Heimo Lehtola.*

February 20–21 . . . He attended the Ditchley Conference on Northern Ireland, February 21–23 . . . He then traveled to Helsinki, Stockholm and The Hague, for consultations, February 24–27 . . . Deputy assistant secretary MARK PALMER addressed the "Presidential Classroom," February 5, in the Dean Acheson Auditorium . . . He traveled to Frankfurt, February 11, to greet ANATOLIY SHCHARANSKIY upon his release from the Soviet Union . . . From February 4–12 deputy assistant secretary CHARLES H. THOMAS accompanied arms control adviser PAUL NITZE on a trip to western European capitals to consult with Allied leaders. They visited London, Paris, Bonn, Geneva, Rome, The Hague and Brussels . . . Mr. Thomas extended his stay in Brussels for one day to attend a meeting of NATO's Special Consultative Group . . . He traveled to Portland, Ore., to address the students and faculty at Lewis and Clark College, February 17, on "The Reagan Administration's Position on U.S. Involvement in the Atlantic Alliance." . . . On March 3 he was again in Europe, for consultations, this time in London.

Office of the Executive Director: Deputy executive director CLARKE RODGERS visited Sofia, Athens, Thessaloniki, Nicosia and Bucharest, to discuss administrative and managerial issues . . . CLARENCE N. PAGE left the bureau on February 28, after 23 years as general service officer; he is now serving as support services specialist in the Bureau of Administration.

Office of Northern European Affairs: LAUREL BRYAN joined the office, from the Office of the Executive Director of the Bureau of Administration.

Office of European Security and Political Affairs: PATRICK MOON, strategic section, attended a meeting of the Special Consultative Group at NATO headquarters, in Brussels, February 12 . . . MICHAEL NOVAK, a scholar at the American Enterprise Institute, has been named to head the U.S. delegation to the Bern meeting on human contacts, a subsidiary meeting of the Conference on Security and Cooperation in Europe . . . He and JULIEN LeBOURGEOIS, political section, visited Bern, NATO headquarters, Paris and London, February 22–March 1, for advance consultations with hosts and European allies . . . Col. THOMAS STEWART, Defense exchange officer, was the State representative on the U.S. delegation to a special session of NATO's conference of national armaments directors, in Brussels, February 24–March 3. The special meeting was tasked by NATO foreign ministers last December to expedite agreements on collaborative armaments development projects. At the meeting, various nations signed letters of intent to participate in six such projects, in which U.S. involvement will be eligible for funding set aside last year by Congress for NATO cooperative development.

Office of Soviet Union Affairs: On February 7 director MARK R. PARRIS participated in Johns Hopkins University's School of Advanced International Studies seminar on "Prospects for the Next U.S.-Soviet Summit." . . . He also participated as the opening speaker for the American Legion Auxiliary's fifth annual "Awareness Assembly," February 24 . . . Staff members of the multilateral and security affairs section of the office participated in recent bilateral discussions with the Soviet Union . . . JOHN TEFFT attended the bilateral talks on southern Africa, in Geneva, March 5–6 . . . DANIEL FRIED participated in the bilateral discussions in Bern, on preventing proliferation of chemical weapons, March 5–6 . . . PETER SCHOETTLE discussed American-Soviet relations with Rotary clubs in Boise and Caldwell, Id., February 20–21, and participated in radio and television interviews . . . KATHARINE GUROFF joined her husband, GREGORY GUROFF of USIA, in presenting a lecture, "Report from Geneva and Moscow," at the University of Missouri-Kansas City, February 10. □

Foreign Service Institute

JOHN W. McDONALD spoke to the AID mid-career course, January 23, on multilateral diplomacy, and to students from Chapman College, Calif., January 27, on the United Nations . . . He addressed the Foreign Service Institute course on negotiation, February 4–6, and the Catholic University School of Law, on conflict resolution, February 4 . . . On February 11 he discussed "Women and Development," at an American Association of Foreign Service Women meeting.

The Consular Training Division conducted overseas workshops in Bangkok and Panama. RICHARD WALLEN led the team in Bangkok and LEO WOLLEMBORG in Panama. The workshops are designed to help Foreign Service national employees and Foreign Service officers provide better service and solve post problems. The Bangkok workshops were held January 6–10 and 13–17, the Panama workshops February 24–28 and March 3–7. Other Washington participants were GEORGIA ROGERS and CHARLES STEPHAN for Bangkok and BARBARA BELSITO and KATHY PETERSON for Panama.

New employees at the institute include MARGARET COLVIN, Office of the Director; VIRGINIA CORRIS and CHARLENE MECKLENBURG, Overseas Briefing Center; MICHAEL EARLY, general services; RUNA SCHWARTZ, Consular Training Division; DORIS NORRIS, School of Language Studies; FREDERICK JACKSON, Asian and African languages; and PAULA SOWLE, School of Area Studies . . . New cultural and language instructors include RADMILLA LAPOV and ARASH BORMANSHINOV, Serbo-Croatian; INGER HEGSTAD, Norwegian; DARIUSZ KWIATKOWSKI, Polish; MUSTAFA OZER, Turkish; and FARZANA FAROOQI, Hindi. □

FOREIGN SERVICE INSTITUTE—*Alta Brenner* receives Superior Honor Award for her performance as coordinator for the Foreign Service National Division. With her is institute director *Stephen Low*.

Human Rights and Humanitarian Affairs

In connection with the release of the annual country reports on human rights practices, for 1985, Assistant Secretary RICHARD SCHIFTER appeared before the House Subcommittee on Human Rights and International Organizations, to testify on the human rights policies of the Reagan administration ... He conducted a press briefing for Department news correspondents and for the Foreign Press Center of USIA, on the release of the country reports ... Individual interviews were granted to the USIA Wireless File, Mutual Radio, the British Broadcasting Corp. World Service, the Voice of America program "Press Conference USA," the Washington Post, and Cable News Network ... He then returned to Geneva, to complete U.S. participation in the UN Human Rights Commission meeting.

Senior deputy assistant secretary JAMES MONTGOMERY addressed the public affairs forum of the Baltimore Jewish Council ... Deputy assistant secretary LAURA DIETRICH addressed the Columbia Jewish Congregation ... Policy and programs officer ROGER PILON addressed a seminar jointly sponsored by the American Bar Association and the International Law Society of George Washington University.

JAMES THYDEN, director, Office of Human Rights, traveled to the People's Republic of China, the Republic of Korea and the Philippines ... STEPHEN SNOW, regional officer for Near East and South Asian affairs, traveled to Egypt, Sudan, Ethiopia, Somalia and Kenya. □

Intelligence and Research

Office of The Geographer: GEORGE J. DEMKO, director, delivered lectures, February 10, at the University of Georgia geography colloquium, on "Socialism and Urbanization in the USSR," and at the Emory University international program lecture series, on "Urban Trends and Problems in the USSR." ... He lectured at Georgia State Univesity, in the Georgia Center lecture series, on "Geographic Research and Foreign Policy," February 11 ... DANIEL J. DZUREK, acting chief, Spatial Environmental and Boundary Analysis Division, published a review, "The USSR, Eastern Europe and the Development of the Law of the Sea," compiled, translated and edited by WILLIAM E. BUTLER, in the Maryland Journal of International Law and Trade, Volume 9, No. 2 (fall 1985).

Office of Analysis for Western Europe. GLENN R. CELLA, director, lectured to participants in American University's "Washington Semester" program, on European views on security issues, February 21 ... He spoke on the Geneva arms control talks, to the World Affairs Council in Cincinnati; to the Omaha Committee on Foreign Relations, Omaha, Neb.; and the Des Moines Committee on Foreign Relations, Des Moines, Io., and met with the media in each city, February 26–28 ... CHARLES PEACOCK, analyst, organized the interagency conference, "Sovereignty and Security: Canada Between the Superpowers", attended by F. HERBERT CAPPS, deputy director; BOWMAN H. MILLER, chief, Northern and Central Europe Division; HALE VANKOUGHNETT, intern, and representatives from other U.S. Government agencies and academia, February 21.

Office of Analysis for the Soviet Union and Eastern Europe: PATRICK LA COMBE, analyst, attended the Harvard University conference on USSR-East German relations, February 10 ... KAREN PUSCHEL, analyst, spoke at a conference sponsored by the University of West Virginia and civic and media organizations, on U.S.-Soviet relations in the Gorbachev era, February 12–13 ... DONALD GRAVES, division chief, spoke on Soviet domestic politics, at the Minneapolis International Center, Augsburg College, and to the media in Minneapolis and Saint Paul, February 12–13 ... IGOR BELOUSOVITCH, analyst, spoke to the Foreign Affairs Council, Hartford, Conn., on "Domestic Trends Under Gorbachev," and discussed "The Unofficial Side of Life in the USSR," at Miss Porter's School, Farmington, Conn., February 17–18 ... SIDNEY PLOSS, analyst, published an article "A New Soviet Era?" in the spring issue of Foreign Policy magazine, and a book "Moscow and the Polish Crisis: An Interpretation of Soviet Policy and Intentions" (Westview/Praeger: Boulder/London, 1986).

Office of Analysis for Near East and South Asia: Director GEORGE HARRIS traveled to Cairo, Khartoum, Ankara and London, for consultations with U.S. embassies, February 1–15 ... With Pakistan analyst ELIZA VAN HOLLEN, he attended a conference on "Evolving Development Strategies in the Middle East," sponsored by the Middle East Institute, March 7 ... Jordan analyst ALAN MAKOVSKY spoke to classes at Furman University, Greenville, S.C., on Middle East peace efforts, February 21 ... He gave a presentation on U.S. sanctions against Libya, at Atlantic Futures, a German-American discussion group sponsored by the West German embassy, January 23 ... India analyst WALTER ANDERSEN participated in two seminars on South Asia and the Indian Ocean, at the University of Chicago, March 5–7 ... He lectured at the Asia Society (Washington), on the superpower presence in the ocean, January 16 ... WAYNE WHITE, analyst for Iraq and Syria, conducted a seminar on "The Gulf and the Iran-Iraq War," at the Middle East Institute, March 4. □

Inter-American Affairs

The bureau organized a conference on narcotics policy coordination in the five Andean countries and Brazil, January 27-31. Participants from posts included chargé KIM FLOWER (Caracas); deputy chiefs of mission MIKE SKOL (Bogota), ROBERT MORLEY (Quito), JOHN YOULE (Lima); JEFF BIGGS (La Paz); and PHILLIP HARRICK (Brasilia). Bureau participation was led by deputy assistant secretary ROBERT GELBARD. Assistant Secretary JON THOMAS, Bureau of International Narcotics Matters, addressed the group. Speakers from other bureaus and agencies with narcotics control responsibilities also participated.

The ambassador to Peru, DAVID JORDAN,

GUADALAJARA, Mexico—Director general *George S. Vest* (with plaque) presents meritorious honor certificates and cash awards. Others, from left: *Christina Padilla, Olga Peña, George D. Clee Jr., Ana Rosa Mejia, Guillermo Olguin, Ramon Cabrales.*

SANTO DOMINGO, Dominican Republic—*Ambassador Lowell C. Kilday, right, presents* Meritorious Honor Award and meritorious step increase to consular specialist *Amanda H. de Mella, second from left. Others, from left: Dudley Sipprelle, consul general; Asim Ogunbo, consular officer; Barbara Tobias, deputy chief of consular section.*

was in Washington on consultations March 6–12 . . . The director of the Office of Andean Affairs, PHILLIP McLEAN, with Ecuador country officer GERALD McCULLOCH and Colombia country officer LEE M. PETERS, addressed the Andean countries area studies course at the Foreign Service Institute . . . The country officer for Venezuela, LINDA PFEIFLE, gave a seminar on Venezuela to the National War College, February 11 . . . P. PETER SARROS, director, Office of Regional Political Programs, gave a presentation on Central American policy to the labor officers conference in Brussels, January 14, and to a group of commanders of the American Legion, February 25 . . . He and Col. JOHN E. POAST, politico-military affairs officer, cochaired an all-day conference in the Department for the current class of Inter-American Defense College, February 12 . . . Col. JAMES B. SIVELLS and Mrs. Sarros held consultations with officials of the U.S. Army School of the Americas, March 4 . . . On February 5 he conducted a seminar on security assistance programs for Latin America, at Dayton, O. . . . He addressed the Baltimore Jewish Council, on U.S. policy toward Central America, February 7 . . . Col. Poast, spoke at Virginia Military Institute, on the military role in foreign policy, February 24 . . . MARY ANN SINGLAUB and WANDA L. NESBITT have joined the Office of Regional Political Programs . . . JAKE M. DYELS JR., labor adviser for the bureau, participated in the Foreign Service Institute's Latin American and Caribbean area studies program, March 4 . . . Mr. Dyels spoke on organized labor in Latin America.

Office of Central American and Panamian Affairs: Regional political affairs officer JOHN R. HAMILTON accompanied the President's special envoy for Central America, HARRY W. SHLAUDEMAN, to 10 Contadora support group and Central American countries, February 18–26 . . . Guatemala desk officer JAMES CASON briefed parishioners of St. Johns Church, Washington, on developments in Guatemala, on February 23. □

U.S. Mission to the Organization of American States

On January 24 the U.S. permanent representative to the Organization of American States, RICHARD T. McCORMACK, hosted a luncheon on the eighth floor of the Department, in honor of FRANCISCO POSADA DE LA PENA, permanent representative from Colombia to the organization. The event was a tribute to Mr. Posada for his leadership at the Organization of American States General Assembly, last December, in Cartagena. To solidify the reported gains at Cartagena, Mr. McCormack urged the attending permanent representatives of each Organ-

ORGANIZATION OF AMERICAN STATES—Colombia's *Francisco Posada de la Pena*, State Department interpreter *Stephanie van Reigersberg* and U.S. Ambassador *Richard T. McCormack*, right.

ization of American States mission to move ahead in the critical areas of charter reform. A letter from PRESIDENT REAGAN was read and presented to the guest of honor ... On January 29 Mr. McCormack delivered a speech before the interagency seminar group at the Brookings Institution, on "Revitalization of the Organization of American States." ... Substituting for Mr. McCormack on January 31, the deputy U.S. permanent representative, JOHN J. CROWLEY JR., traveled to Orlando, Fla., to participate in "Keystone to a Hemispheric Opportunity, A Conference on the Issues," sponsored by the Florida International Alliance ... Described by the embassy as "successful and highly worthwhile," Mr. McCormack's recent visit (February 16–22) to Pueru, according to Lima cables, "generated positive feelings on both sides and provided another opportunity to government of Peru leaders to profess desire to work within international financial system." ... Mr. McCormack met with the president, prime minister, minister of justice and agriculture and other officials, and these contacts were said to have contributed greatly to "deepening mutual understanding and strengthening channels of communication."

On February 25, representing Mr. McCormack, LOWELL FLEISCHER, U.S. mission senior political counselor and Ambassador VAL McCOMIE, assistant secretary general of the Organization of American States, were panelists before an open forum sponsored by the Center for Advanced Studies of the Americas, on Organization of American States charter reform and decisions at Cartagena ... On February 27 Mr. McCormack spoke before the student officers of the Inter-American Defense College, on hemispheric security ... Mr. Crowley retired from Foreign Service on February 3, but agreed to stay on as consultant until a new deputy is chosen ... Also reported were the retirement in January of mission coordinator DOUGLAS HARTLEY and the addition to the staff of economic officer RONALD A. DWIGHT, administration and hostship director ELISKA H. COOLIDGE and secretarial assistant THOMASINE R. ZACHARY. □

International Narcotics Matters

Assistant Secretary JON THOMAS headed the U.S. delegation to the ninth special session of the Commission on Narcotic Drugs and the preparatory conference for the World Conference on Drug Abuse and Drug Trafficking, February 10–21, in Vienna ... Deputy assistant secretary JERROLD MARK DION and program officer DIANNE GRAHAM accompanied Mr. Thomas as members of the U.S. delegation ... Mr. Thomas, Mr. Dion and Ms. Graham traveled to Stockholm, Helsinki, Copenhagen and London, for bilateral discussions with host-government representatives ... On March 6 Mr. Thomas held bilateral discussions on U.S.-Brazilian narcotics relations, with the Brazilian foreign ministry's under secretary general for multilateral affairs, RUBENS BARBOSA, and the chief of the department of international organizations, BERNARDO PERICAS.

The bureau's director of program management, CAESAR P. BERNAL, traveled to Mexico for one week of temporary duty, serving as coordinator for the herbicide technical team consisting of WALTER A. GENTNER, Beltsville Agricultural Research Center, Department of Agriculture, and PETE W. JACOBY, University of Texas A & M Extension Service, at Vernon, Tex. The team spent four days in the Sierra Madre Occidental poppy and cannabis growing areas, to observe field activities and evaluate efficacy of the crop control strategy based on aerial spraying of herbicides. The team met with Attorney General SERGIO GARCIA RAMIREZ, to brief him and his staff on their findings and recommendations, before returning to Washington, March 1.

Visitors to the bureau included deputy attorney general JOSE ORTEGA of Mexico; the minister of justice of Spain, FERNANDO LEDESMA; the deputy prime minister of Antigua, LESTER BIRD; AID mission director EUGENE STAPLES, from Pakistan; and the U.S. ambassadors from Burma, Malaysia and Peru. □

International Organization Affairs

ERNEST C. GRIGG, acting deputy director of UN political and institutional affairs, traveled to Vienna, February 24–March 6, as part of the U.S. delegation to the Commission on the Status of Women ... WILLIAM FALKNER, deputy director, Office of Technical Specialized Agencies, Industrial and Communications Program, was a member of the U.S. delegation to the 232nd governing body meeting of the International Labor Organization, February 24–March 7, in Geneva ... GRAY HANDLEY, Office of Technical and Specialized Agencies, served as an adviser on the U.S. delegation to the ninth special session of the UN Commission on Narcotic Drugs, and to the first preparatory conference for the 1987 International Conference on Drug Abuse and Trafficking. The meetings were in Vienna, February 10–21.

HARTFORD T. JENNINGS, chief, Agricultural Development Division, Office of International Development, traveled to Downingtown, Pa., February 25–26, where he addressed the Rotary Club on international cooperation ... He spoke to students at Lincoln University and Cheney State University, about career opportunities at State and in the Foreign Service ... LUCY TAMLYN, Agriculture Development Division, Office of International Development, served as an adviser at the International Fund for Agricultural Development governing council meeting, in Rome, January 21–24 ... ANTONIO GAYOSO, director, Office of International Development, and HARRY GLAZER, chief, Economic Development Division, same office, served as alternate representative and adviser, respectively, at the organizational meeting of the UN Development Program governing council, February 18–19, and also at its special meeting, February 19–21, in New York ... DONALD G. JOHNSON, Economic Development Division, same office, participated in the working group of the governing council, February 24–25, also in New York.

People: FLORA M. EVON has transferred from the Foreign Affairs Information Management Center to the Reference and Information System Staff ... TAMARA YOUNG transferred from the Pre-Assignment Center to the Office of UN Political Affairs ... ROGER A. BROOKS, a new appointee; ERIC RUSSI, from the Bureau of Oceans and International Environmental and Scientific Affairs; and ROBERT C. HILL transferred from the Bureau of Inter-American Affairs to the Policy and Planning Staff ... TERRY AIKEN, Reference and Information Systems Staff, and BRENDA OUTLAW, Office of UN Political Affairs, and BARBARA BUTLER, Office of U.S. Budgetary Presentations and Payments, have resigned. □

Legal Adviser's Office

ABRAHAM D. SOFAER, the legal adviser, accompanied by deputy legal adviser MARY MOCHARY and attorney-adviser STEVE CATLETT, attended the American Bar Association's Council of Delegates meeting ... Mr. Sofaer was the keynote speaker at the Washington Foreign Law Society's annual meeting ... Ms. Mochary, accompanied by the assistant legal adviser for law enforcement and intelligence, ANDRE SURENA, and JOANN DOLAN, an attorney in that office, traveled to Paris, for final negotiations and signing of a new extradition treaty.

In February, attorney CAROLYN WILLSON traveled to Vienna, as a participant at the UN conference on the law of treaties between states and international organizations; attorney RICHARD WOHL went to Tokyo, for a third round of consultations with officials of Japan's ministry of justice concerning standards for allowing American lawyers to practice law in Japan ... Attorney PAUL CORAN attended the annual conference of the Society of Federal Labor Relations Professionals, in Washington ... Attorney WILLIAM GRESSMAN attended a seminar on executives' public financial disclosure, and also gave an ethics lecture, in Rosslyn, for new Civil Service officers.

People: The office welcomed attorney DEBORAH KENNEDY, who joined the office for oceans, international environmental and scientific affairs, and PEGGY PIASECKI, who joined the Executive Office as a support services specialist ... Departing were ROBIN McELHANEY, who joined the Bureau of International Organization Affairs as secretary to the assistant secretary; she was replaced by LEE PORTER, from the Office of the Assistant Legal Adviser for European and

Canadian Affairs . . .MARY MARSHALL left the Office of the Assistant Legal Adviser for Educational, Cultural and Public Affairs to work for the Consumer Products Safety Commission . . . RONALD KLEINMAN and RUTH DHOOP were awarded quality step increases. □

Management

Office of the Under Secretary

WILLIAM A. EATON has joined the office as a special assistant. He replaces ROBERT B. NOLAN, who is to begin Foreign Service Institute training in anticipation of an assignment abroad. □

Family Liaison Office

Community liaison office coordinators CHRISTINE PRIETSCH (Tegucigalpa) and SANDY LORE (Lisbon) visited the office in February. □

Office of Foreign Missions

CAROL TRUESDALE joined the office on February 17 . . . VONDELL MAYO transferred to the tax unit of the office on February 17 . . . Chief counsel RON MLOTEK represented the Department's interests before the District of Columbia Zoning Commission, at a February 27 hearing to establish new zoning regulations on location of foreign embassies. □

Medical Services

Dr. KENNETH BABCOCK commenced his tour as clinical director after returning from Dakar . . . Dr. THOMAS VALK, assistant medical director for clinical psychiatry, is on a survey trip of posts in eastern and western Europe . . . Dr. PAUL GOFF, deputy medical director, surveyed medical facilities at the Caron Foundation that are used by State, in Reading, Pa. . . . ARLYNE HEERLEIN has replaced CLAUDETTE DIETZ as director of Foreign Service nurse programs. Ms. Dietz is retired after 24 years in the Foreign Service and eight overseas assignments before being named director of nurses. □

Oceans and International Environmental and Scientific Affairs

Assistant Secretary JOHN D. NEGROPONTE and ALLEN L. SESSOMS, director, Office of Nuclear Technology and Safeguards, were members of the U.S. delegation to the International Atomic Energy Agency's board of governors meeting, in Vienna, February 18–19 . . . On February 21 Mr. Negroponte and Mr. Sessoms participated in the U.S.–Swiss bilateral consultations on nuclear non-proliferation issues, in Bern . . . Mr. Negroponte traveled to Ottawa, February 12–13, to consult with Canadian officials on fisheries, boundary, nuclear and other issues.

RICHARD ELLIOT BENEDICK, deputy assistant secretary for environment, health and natural resources, led the U.S. delegation to the February 5–6 meeting, in Paris, of the Organization for Economic Cooperation and Development's Committee for Scientific and Technological Policy. The meeting considered, among other matters, the recently-completed expert group's report on safety and regulations in biotechnology . . . While in Paris, Mr. Benedick held consultations at the French Atomic Energy Commission, on issues of radioactive waste disposal, and with the recently-elected chairman of the Development Assistance Committee, JOSEPH WHEELER, on environment and economic development . . . On February 6–7 he attended an international conference, in Brussels, on high technology, western security and economic growth.

CLIFTON G. METZNER JR., director, Office of Environment and Health, attended a conference at the University of Arizona, Tucson, on U.S./Mexico Border copper-smelter pollution problems, February 5–7, and visited a New Mexican smelter in Narcozari . . . Mr. Metzner also met with officials in Mexico City, to discuss sanitation plans for the Tijuana treatment and disposal systems, February 17–19.

ROGER SOLES, executive director, U.S. Man and the Biosphere Program, met, February 13–14, in Orlando, Fla., with scientists of the Man and the Biosphere directorate on grazing lands, to plan international research and education projects. The meeting was held in conjunction with the Society of Rangeland Management.

On February 6–7 JAMES B. DEVINE, deputy assistant secretary for nuclear energy and energy technology affairs, with FRED F. McGOLDRICK, director, Office of Non-Proliferation and Export Policy; ALLEN L. SESSOMS, Director, Office of Nuclear Technology and Safeguards; and ELEANOR BUSICK, acting director, Office of Export and Import Control, participated in the latest round of U.S.-Canada bilateral consultations on nuclear nonproliferation issues, in Washington. □

Politico-Military Affairs

Director H. ALLEN HOLMES traveled to Brussels, for a meeting of the NATO Special Consultative Group on February 11 . . . Lt. Col. JOHN W. VAN DE KAMP, Office of International Security Policy, represented the Department at the Caribbean military leaders conference hosted by the commander of U.S. forces in the Caribbean, February 25–26 . . . Between February 17–27, JERRY W. LEACH, deputy director, Office of Strategic Technology Affairs, participated in bilateral discussions on strategic trade with the West German, French, British, Italian, Dutch, Belgian and Norwegian governments.

People: Departures: MICHAEL ARITETTI completed his short tour with the Office of Strategic Nuclear Policy on January 14 . . . ROBERT DEAN, deputy assistant secretary, resigned, February 14. *Arrivals:* THOMASINE DAVIS has joined the Office of International Security Policy . . . CORNELIA JONES has joined the Office of Theater Military Policy. □

Program Inspector General

On February 19 Program Inspector General WILLIAM HARROP spoke at a President's Council on Integrity and Efficiency executive development workshop, on "The Use of Inspections within Inspector General Organizations." . . . MADISON ADAMS JR., director, Office of Coordination and Review, appeared in the same workshop, taking part in a short play called "The Inspection Story," a dramatization of themes and issues common to the inspections process . . . The former ambassador to the Ivory Coast, THOMAS W. M. SMITH, joined the office on March 1, as deputy program inspector general, replacing WILLIAM B. EDMONDSON, who retired at the end of January . . . ELLEN-MARIE McHALE, staff assistant, was awarded a Superior Honor Award "for sustained, exceptional performance critical to the success of the program inspector general's new inspection approaches." . . . On February 26 MADISON ADAMS and BRIAN KIRKPATRICK met with representatives of the Defense Department's Office of the Inspector General, to discuss the Office of the Program Inspector General's compliance system and the recent automation of that system . . . On March 5 ROBERT GRANICK, senior adviser to the program inspector general, met with a representative of the Office of the Inspector General, Department of the Army, to discuss management training programs for inspectors . . . GEORGE LOWE, team leader, spoke to participants in the administrative core course, February 27, about inspection procedures and how to prevent waste, fraud and mismanagement. □

Public Affairs

Deputy assistant secretary ROBERT M. SMALLEY addressed German audiences in Cologne, Dusseldorf and Frankfurt on a variety of issues, including U.S.-Soviet relations, on February 5–7 . . . He represented the U.S. at the conference of national information officers at NATO, Brussels, February 3, and met with Economic Community officials in Brussels, February 4 . . . On March 5 and 6 he addressed the Vancouver (Wash.) Rotary and the Eugene (Ore.) World Affairs Council, both on U.S.-Soviet relations; he met with the media in both cities.

Office of Opinion Analysis and Plans: JOANNA MARTIN, deputy director, participated in a conference on U.S. public diplomacy in Europe, at the American embassy in London, March 3–4.

Office of Press Relations: MIKE SIFTER,

press assistant, departed January 31 to join the Operations Center . . . Work-study intern KEN BEMIS completed his assignment in the office, March 6, and has returned to Principia College.

Office of Public Programs: Secretary's coordinator JANICE SETTLE and intern RICHARD FROEHLICH advanced SECRETARY SHULTZ's remarks, February 18, at the AID conference on privatization, at the Sheraton-Washington Hotel . . . Regional Programs Division deputy chief MONICA JANZER accompanied senior deputy assistant secretary GEORGE HIGH to meetings with nongovernmental organization leaders, in Los Angeles, February 19, and San Francisco, February 20 . . . Regional program officers EILEEN McCORMICK and MICHAEL GUIGNARD organized and participated in similar events in Seattle, February 21, and Houston, February 28 . . . In conjunction with these trips, Ms. Janzer and Ms. McCormick conducted surveys of local contacts for public affairs activities in Los Angeles, San Francisco and Portland . . . CHRISTINE MURRAY, formerly secretary to the director of public programs, joined the Regional Programs Division as a program officer, February 17 . . . Washington programs conference officer BETTY CHRISTIANA coordinated arrangements for the annual Hearst Foundation Senate Youth Forum, February 7, in the Department. One hundred outstanding high school students from around the country, accompanied by Hearst family members and foundation officials, heard Secretary Shultz make welcoming remarks, and DAVID LONG speak on terrorism . . . Senator NANCY KASSEBAUM (R.-Kan.) addressed the group at a luncheon . . . Ms. Christiana assisted with the February 19–20 U.S.-Asia Institute fifth leadership conference, attended by 250 Asian and American business executives, leaders of academic and financial institutions and Asian diplomats, in the Department. Speakers included Secretary Shultz.

Refugee Programs

KEVIN LYONETTE, chief of donor relations for the Office of the UN High Commissioner for Refugees, in Geneva, with his officer for North America, MARCUS DOLDER, and the Commissioner's representative in Washington, FIORELLA CAPPELLI, met with bureau acting director ROBERT L. FUNSETH for a two-day review of a wide range of policy and program issues, including budgets, fundraising, audit compliance and regional refugee requirements in Africa, the Middle East, Central America, Southeast Asia and Europe. Present were ARTHUR E. DEWEY, deputy assistant secretary for international refugee assistance; RICHARD D. ENGLISH, deputy assistant secretary for refugee admissions; JAMES P. KELLEY, director, Office of International Refugee Organizations; and other bureau office directors and program officers.

JOHN C. McCARTHY, president, International Catholic Migration Commission, met with Mr. Funseth, to review operations of the Orderly Departure Program in Bangkok. Mr. McCarthy had returned from a trip to Thailand, where he had met with BRUCE A. BEARDSLEY, program director, and ARTHUR H. ROOS, director of the joint voluntary agency there . . . Mr. Dewey, along with JOHN A. BUCHE, director, Office of European and Latin American Refugee Assistance, and DAVID K. RAMOS, program officer, and FRANCES JONES and RON NICHOLSON met with Project Hope officials, WILLIAM WALSH and WILLIAM B. WALSH, JR., to discuss that organization's assessment of Nicaraguan refugee needs in Costa Rica, and its proposal to assist these refugees.

Mr. English testified before the Subcommittee on European Affairs of the Senate Foreign Relations Committee, on third-country processing of Romanian refugees . . . SAID BILLE ADEN, governor of Lower Shebelle, Somalia, visited the bureau to discuss enumeration problems, differential rationing systems and possible settlement opportunities for refugees in Lower Shebelle. He was in the United States under the sponsorship of the Bureau of Educational and Cultural Affairs, Voluntary Visitors Division, USIA. The Office of African Refugee Assistance hosted a luncheon in honor of Governor Aden. State and AID officials HUNTER FARHNAN and NEDRA HUGGINS-WILLIAMS were in attendance . . . MICHAEL D. METELITS, deputy director, Office of Asian Refugee Assistance, consulted with U.S., UN and host-country officials, on antipiracy and rescue-at-sea efforts in Hong Kong, Manila, Singapore, Kuala Lumpur and Bangkok . . . EDWARD W. GEIBEL, budget analyst, Office of Program Budget, with THERESA L. RUSCH, program officer, Office of Reception and Placement, and MARGARET J. BARNHART, reviewed reception and placement programs in Central Valley, Calif., and consulted with county and state officials concerning refugee resettlement.

ANN MORGAN has returned from an English-as-a-second-language/cultural orientation monitoring trip to Indonesia and Thailand. Of primary interest, she reported, was the full implementation of a program at Phanat Nikhom, Thailand, to prepare refugee youth ages 13–16 from American secondary schools. This program, which also operates at the refugee processing center at Bataan in the Philippines, serves some 1,800 refugee adolescents . . . ANN C. MONTGOMERY has joined the Office of Refugee Admissions and Processing, where she will be responsible for southeast Asian refugee matters. ■

ALEXANDRIA, Egypt—Consul general *Frances D. Cook* presents Meritorious Honor Award to administrative officer *Steven A. Browning* for his service during the Achille Lauro incident. Deputy principal officer *Andrea M. Farsakh* is at right.

Letters to the Editor

—(Continued from Page 1)
employee's annual dependency report? In what sense can a working spouse (FSA,AFM, self-employed or local economy) be said to be *dependent* if he/she is gainfully employed—earning more, perhaps, than the sponsoring employee? Can it be argued that dependency is a matter of kindship rather than financial status? If so, why is a minor child dropped from allowance computations upon reaching the age of assumed financial independence? What more logical target for the Gramm-Rudman ax featured on your February cover?

Jobs for the ladies, fine—provided the Department is prepared for: some PR flak, a probably adverse effect on FSS morale and an unwelcome focus on a system of allowances which most of the foreign affairs community would prefer remain untouched.

Sincerely,
JOHN O. GRIMES, FSO (ret.)

Editor's note: The budget squeeze has forced the Department to delay this program (State, March). □

On 'disciplined writing'

AMMAN, JORDAN

DEAR SIR:

I just finished reading Mortimer D. Goldstein's 11th installment of "Disciplined Writing and Career Development," in the February edition. Although I couldn't see anything in the article that directly related to career development, I thought his discussion of conjunctions and connective devices was accurate.

I am a new employee in the Foreign Service, so I have not had a chance to read the other 10 installments by Mr. Goldstein, so if my comments are biased on that account, I apologize. However, being an ex-English/composition teacher, I couldn't help but make some observations.

Mr. Goldstein's methods remind me of one of my English teachers, back in 1955. This teacher was more concerned with correctness of grammar than she was with whether the writing had any meaning. You know who I'm talking about. We all had an English teacher like that. I hope Mr. Goldstein is not that teacher and realizes that correct usage and grammar mean nothing unless some other basic principles are at work: (a) pre-writing; (b) writing; (c) rewriting; (d) sharing.

A few words about the four principles, and then I'll stop, having aired my concerns. *Pre-writing* is the thing or things you do before you write: research, gathering materials, getting comfortable, reading, observing, discussing—in general, just organizing yourself to get ready to write. In other words, know what you want to say before you say it. *Writing*, of course, is the actual physical and mental skill of putting words on paper in an orderly fashion, saying exactly what you want to say. *Rewriting* is like editing, and this is the area many people don't use, understand or see the importance of in the process of writing. Mr. Goldstein would probably stress this one because here you can clean up all your bad grammar and insert and delete conjunctions.

The last principle is the most important: *sharing*. All writers must be aware of their audience, the fact that someone, somewhere will *read* what you have written. The important thing is not whether you as a writer understand what you have written, but whether a *reader* can understand it. Put yourself in your reader's shoes for a moment and read what you have written. Without awareness of audience and the concept of sharing, all writing is worthless, regardless how perfect the grammar. I would much rather read a grammar-poor article that makes me laugh and cry than I would one with perfect conjunctions that bored me to death. (Hey, did I just describe the difference between creatrive writing and bureaucratic writing? Hum!)

My advice to anyone who is trying to follow Mr. Goldstein's methods in this article is as follows: don't. Stick to the four principles mentioned above. They are not mine. I don't own them. There is no copyright on them. They are free. They have evolved through years of research and practical application in the classrooms of professional teachers all over the country. Start with pre-writing, then write, then rewrite, then share, keeping in mind your audience. Don't worry about grammar, connectives and all the other technical, grammarbook trivia. Just write and say what you mean. Let others worry about the grammar and the terminology of writing.

Sincerely,
LARRY BROOKS

Mr. Goldstein replies: If Mr. Brooks had held fast to his own prescription for "prewriting" and taken the trouble, before rushing to print, to obtain and study the first 10 columns of the series, he would have learned that nearly all of the constructive ideas in his letter had been covered during 1985 (the few remaining ideas will be covered this year). In view of his advice not to be concerned about "grammar . . . and grammatical 'trivia'" and his intimation that the road to "bureaucratic writing" and boredom is paved with wasted attention to correctness, I suggest that he look into the specific aims of the series and reflect on the difference between rules of grammar and guidelines for style and editorial judgment, and then consider whether his approach to writing in his old environment is suitable for his new one. □

Hey! You forgot us

JERUSALEM

DEAR SIR:

You omitted our post, unfortunately, in your recent article on Foreign Service chauffeurs (December). Please be advised that awards were presented recently to consulate drivers who had earned a total of 28 years of safe driving. This record could have been increased by five years because Mardoche Abergel, a consulate driver who alone has a record of 18 years of safe driving, was employed at the embassy in Rabat from January 1959 to July 1964 as a driver also. There in Rabat, as well as here in Jerusalem, Max maintained a perfect safe-driving record.

Max is not the only old-timer at

this post. Ibrahim Abu Harthiya started his driving career with the consulate in 1961. Ibrahim also worked at the U.S. embassy in Amman, Jordan, where he came under fire while serving the Americans.

Likewise, Mardoche Abergel continued to discharge his chauffeur duties at the consulate general building on Agron Road throughout the days of the 1967 war, with devotion to duty and courage.

Sincerely,
AL LOPEZ
Administrative officer ☐

On the 'caste system'

EUGENE, ORE.

DEAR SIR:

It is reassuring to know that the Department has not changed in any radical way since my retirement in 1979. I read with interest and amusement the item regarding senior officers getting annual medical exams (January issue). Is the Department trying to tell everyone if you are 59 and not a senior officer, your health is not a matter of any great concern? Long live the caste system! Needless to say, I will be most surprised if this letter makes publication.

Sincerely,
LEONARD LANE

The editor replies: The senior medical exams were discontinued after this letter was written (see article in March issue). ☐

Who's on first?

RESTON, VA.

DEAR SIR:

In those cases where the captions for award photographs do not use the hoary l. and r. system to identify who is who, how does one recognize who is the awarder and who the awardee?

Or are the visual clues in the photograph sufficient to make the l. and r. identification superfluous? Is the guy with the tie always the awarder and the guy without one always the awardee? Or is it just the other way around? Is the one with full face always the awarder? Or the reverse?

Or is it the width of the smile that tells us which is which? In that case, since it is more blessed to give than to receive, the widest smile belongs to the awarder, right?

Sincerely,
JAMES H. DE COU

The editor replies: Why are you asking me? I don't know, either, because some contributors submitting captions don't follow the magazine's instructions to specify who's who—a failing which sometimes necessarily results in rejection of the submission. ■

Transfer Tremors ..... by ebp

I was transferred to SANTIAGO; after thinking about it over lunCH I LEt everyone know how happy I was.

I was transferred to PARIS; I guess everyone thought I was nuts when I sort oF RAN CElebrating down the halls.

I was transferred to BURMA; the other post offered was TehRAN—GO ON and decide for yourself why I preferred Asia.☐

EAST ASIAN AND PACIFIC AFFAIRS—*I. Lewis "Scooter" Libby*, left, receives Department's Foreign Affairs Award for Public Service from Assistant Secretary *Paul Wolfowitz*.

Obituaries

Calvin F. Thornton, 61, a diplomatic pouch assistant in the Office of Communications, mail and pouch branch, died of lung cancer on February 23 at Providence Hospital in Baltimore.

Mr. Thornton

Joining State in 1962, he was a messenger in the Office of Operations and a mail clerk in the diplomatic mail and pouch branch. In 1965, he was assigned to Tehran as a communications clerk. Other assignments included Frankfurt as a communications and records assistant and diplomatic pouch assistant; Athens as a communications and records officer; Bangkok as a communications and pouch officer; and Frankfurt as a pouch officer.

A native of Baltimore, Mr. Thornton was graduated from the Maryland Technical Institute. From 1943–46, he served in the Army. Survivors include his former wife and two sons. □

Virginia E. O'Neill, 61, a secretary at the Stamford Passport Agency, died of cancer at Sloan Kettering Institute for Cancer Research, in her home state, New York, on February 20.

Joining the agency in 1979, she was a clerk/typist, 1979–82, and a staff aide, 1982–83. She worked in New York as a bookkeeper, 1944–48, and as a clerk/typist, 1974–78. Survivors include her husband and two children. □

Thomas M. Casey, 56, a communications programs officer in Mombasa from 1982 until he retired in 1984, died on February 27.

Begining his career in 1967, he served in Brussels, Tehran and Rome as a communications and records assistant; in Milan and Ibadan as a communications and records officer; in the Bureau of African Affairs and Paris as a support communications officer; and in Kampala as a communications programs officer.

Mr. Casey was born in Pennsylvania. Survivors include his wife. □

Anthony D. Sierra, 58, chief of the translating branch in the Language Services Division, died after a heart attack on February 14.

Mr. Sierra

Mr. Sierra joineu State as a Spanish language interpreter in 1961. He was a language officer in the interpreting branch, 1970–73.

Born in California, he worked there as a linotype operator, 1948–50 and 1956–61. He served in the Army, 1954–56. Survivors include his wife, a son and a brother. Contributions are suggested to the Calvert County Cardiac Society in Prince Frederick, Md. □

Wiley T. Buchanan Jr., 72, a former chief of protocol and ambassador to Luxembourg and Austria, died at the Potomac Valley Nursing Home on February 16.

Mr. Buchanan

Mr. Buchanan, appointed to Luxembourg as minister in 1953, served there as ambassador, 1955–57. After working in a private investment business for 16 years, he was appointed ambassador to Austria in 1975. He served as chief of protocol, 1957–61 and wrote a book called "Red Carpet at the White House."

A native of Texas, Mr. Buchanan attended Southern Methodist University and George Washington University. He was on the board of directors for the L'Enfant Plaza Corp. and the National Symphony. In addition, he was a member of the Federal City Council. Survivors include his wife, a son, two daughters, a brother, a sister and seven grandchildren. □

Audrey M. Holstman, 63, a Foreign Service secretary who retired in 1983, died on January 24. Assignments during her 15-year career included Conakry, Jerusalem, Lubumbashi and Madras. She was born in Waukesha, Wisc. Survivors include a son. □

Robert S. Ashford, 61, who served as principal officer in Merida before retiring to Coral Springs, Fla., in 1977, died on February 14.

Mr. Ashford

Beginning his career as a communications specialist in 1949, Mr. Ashford was an administrative specialist in New Delhi; a consular officer in Asuncion, Havana and Mexico City; and principal officer in San Pedro Sula. From 1967–70, he was director of the Miami Reception Center. Detailed to AID in 1970, he was an area development adviser in Saigon for two years.

Mr. Ashford was a fifth-generation native of Washington. He was graduated from Princeton. He served in the Air Force, 1942–46 and 1951–53. Survivors include his wife, the former Janet Michellod, who was a translator in the Office of Language Services, 1960–69, as well as three sons, two daughters, four grandchildren and a sister. □

Andre C. Simonpietri, 74, who served as counselor for science affairs in Buenos Aires and Mexico before retiring in 1975, died on February 14.

Joining the Department in 1938, Mr. Simonpietri was an executive assistant in the Office of International Conferences for four years. From 1942–45 he worked in the Office of the Coordinator for Inter-American Affairs. A science adviser in several Latin

American countries, he became secretary-general of the Pan American Institute of Geography and History, in Mexico, in 1951. After serving as associate director of international relations at the National Academy of Sciences, he was appointed science officer in Rio de Janeiro in 1962.

Mr. Simonpietri was born in Virginia. Educated in Italy, he earned a bachelor's, master's and Ph.D. at the Universitá Urbana in Rome. Survivors include his wife, five sons, one daughter and ten grandchildren. □

Mary Dirnberger Mack Sundbeck, 79, who was second secretary and consul in Rome, 1956–62, died on January 14 at her home in Chapel Hill, N.C.

Joining State in 1948, she worked as an information and editorial specialist in the Bureau of Public Affairs and on the UNESCO relations staff. She retired in 1963.

Ms. Sundbeck was born in Buffalo. In 1929 she was graduated from the University of North Carolina. Other Government service was with the National Youth Administration, 1939–41; the Office of Price Administration, 1941–44; the UN Relief and Rehabilitation Administration, 1944–47; and the Department of Agriculture, 1948.

Survivors include a son, a grandchild, four stepchildren and two step-grandchildren. □

Joe Davis Walstrom, 80, a Foreign Service commercial officer who retired in 1963, died of cancer on February 22 at his home in Merida, Mexico.

Mr. Walstrom was assistant trade commissioner in Bangkok, 1930–33. After working as an assistant investigator for the Agricultural Adjustment Administration, he was appointed assistant trade commissioner in Buenos Aires in 1936. Other assignments included assistant chief of the Division of International Communications, associate chief of the Aviation Division, commercial attache in New Delhi, counselor in Buenos Aires, counselor and director of the Mutual Defense Assistance Control Staff in Paris, and coordinator of emergency plans. In 1961 he was detailed to the International Boundary and Water Commission.

Mr. Walstrom was born in Springfield, Ill.

He was graduated from George Washington University.

Survivors include his wife, a son, a daughter, a brother, a sister and four grandchildren. ■

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Library Booklist

Southeast Asia

Part 3

General

ANAND, R. P., ed. *ASEAN, Identity, Development and Culture*. Honolulu, East-West Center, 1981. 411p. HE441.A855

BRODNOWSKI, ALISON, ed. *Understanding ASEAN*. New York, St. Martin's, 1982. 323p. HC441.U5

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HOFHEINZ, ROY. *The East Asia Edge*. New York, Basic, 1982. 296p. HC460.5.H63

HOOKER, M. B. *Islamic Law in Southeast Asia*. New York, Oxford Univ., 1984. 330p. K70.H65

JACKSON, KARL D., ed. *ASEAN Security and Economic Development*. Berkeley, Univ. of California, 1984. 321p. HC441.A863

JOO-JOCK, LIM, ed. *Armed Communist Movements in Southeast Asia*. New York, St. Martin's, 1984. 204p. HX395.8.A6A75

JORGENSEN-DAHL, ARNFINN. *Regional Organization and Order in Southeast Asia*. New York, St. Martin's 1982. 278p. HC412.J67

MCCLOUD, DONALD G. *System and Process in Southeast Asia: the Evolution of a Region*. Boulder, CO, Westview, 1986. 300p. On order

MILLAR, T. B. *International Security in the Southeast Asian and Southwest Pacific Region*. New York, Univ. of Queensland Press, 1983. 319p. JX1569.157

PAUKER, GUY J. *Government Responses to Armed Insurgency in Southeast Asia: a Comparative Examination of Failures and Successes and their Likely Implications for the Future*. Santa Monica, CA, Rand, 1985. 32p. Q180.A1R32 no. 7081

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SIDDAYAO, CORAZON M. *The Supply of Petroleum Reserves in Southeast Asia: Economic Implications of Evolving Property Rights*. New York, Oxford Univ. Press, 1980. 240p. HD9576.A77S552

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KRAUSE, LAWRENCE B. *US Economic Policy Toward the Association of Southeast Asian Nations: Meeting the Japanese Challenge*. Washington, Brookings Inst., 1982. 98p. HF1456.5.A7K72

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U.S. Congress. Senate. Committee on Foreign Relations. *U.S. Policies and Programs in Southeast Asia*. Hearings, 97th Congress, 2nd Session, June 8, 10 and 18, and July 15, 1982. Washington, U.S. Govt. Print. Off., 1982. 161p. DS525.9.U5U54 1982

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ARCE, WILFREDO., ed. *Population Change in Southeast Asia*. Singapore, Inst. of Southeast Asian Studies, 1983. 499p. HB3641.P67

EVERS, HANS-DIETER, ed. *Sociology of Southeast Asia: Readings on Social Change and Development*. New York, Oxford Univ. Press, 1980. 282p. HN690.8.A8S63

LIM, LINDA Y. C., ed. *The Chinese in Southeast Asia*. Singapore, Maruzen Asia, 1983. 2 v. DS523.4.C45C49

REID, ANTHONY. *Slavery, Bondage and Dependency in Southeast Asia*. New York, St. Martin's, 1983. 382p. HT1315.S68S52

SCHREGLE, JOHANNES. *Negotiating Development: Labour Relations in Southern Asia*. Geneva, ILO, 1982. 186p. HD8670.3.S37

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State

The Newsletter United States Department of State May 1986

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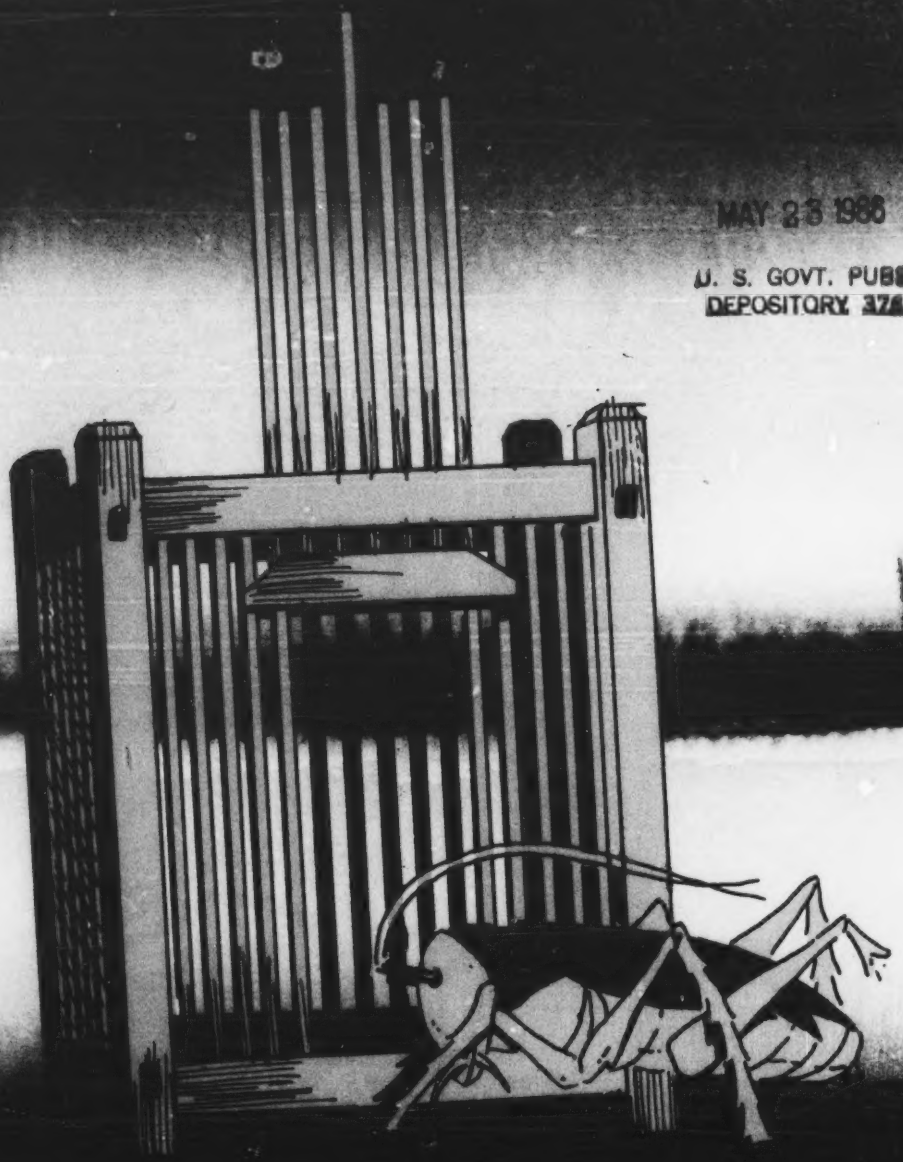

"Peg-Leg Pete": Staffer's Pet

READEX FICHE best copy available

S1. 118:

THE COVER—Well, jiminy cricket! Don't you know that Foreign Service people need a mascot or two . . . or three . . . or four . . .? The story begins on Page 5. *(Cover design by Lee Carlson)*

United States Department of State

State

May 1986
No. 289

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Letters to the Editor

A bit of history

MCLEAN, VA.

DEAR SIR:

As one who remembers when the State Department building was less than one-fourth its present size, when the Foreign Service Institute was just across the street, and when the clocks and escalators (later) both operated all the time, I may, I suppose, be ranked among the "old-timers" still around.

The purpose of this letter is to edify newer personnel about the pieces of unfinished plywood that decorate the walls here and there in the Department. They are *not* samples of modern art. They are what remains of suggestion boxes. Upon them were once fastened metal receptacles, some bearing signs exhorting employees to place money-saving suggestions therein. Sometimes one was rewarded for making a useful suggestion. I once received $15 for some harebrained suggestion about local travel in New York. Indeed, Victor Borge once gave a hilarious performance here in support of the suggestion program. Dozens of awards were saved up and presented on that day.

The program seems to have lost its drive. The deteriorating plywood panels might as well be removed. Who wants suggestions anyway?

Sincerely
JAMES H. BAHTI
Foreign Service officer (retired) □

Dr. Dustin on teen drugs

PARIS, FRANCE

DEAR SIR:

When reading Dr. Dustin's response to a distraught parent concerned about his/her 16-year-old son's behavior and upcoming transfer to Washington, I was amazed to see how parochial the answer was, particularly for a Department of State employee, as evidenced by his phrase: "Because of the easy availability (and potency) of drugs

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There are 11 monthly issues (none in August). Deadline for submitting material for publication usually is the 10th of each month. Contributions (consisting of general information, articles, poems, photographs, art work) are welcome. *Double-space* on typewriter, spelling out job titles, names of offices and programs—*acronyms are not acceptable.*

Black-and-white, glossy-print photos reproduce best. Each photo needs a caption, double-spaced, identifying all persons left to right. Send contributions to STATE magazine, DGP/PA, Room B-266. The office telephone numbers are (202) 647-2019,–1648 and –1743.

Although primarily intended for internal communications, STATE is available to the public through the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Second-class postage paid at Washington, D.C., and additional mailing offices. POSTMASTER: Send address changes to PA/OAP, Room 5815A, Department of State, Washington, D.C. 20520. □

Report cites increase in language designated positions overseas

And language competency of Foreign Service is growing, State tells lawmakers

In a report to senators and congressmen who have indicated an interest in the subject, State pointed out recently that it is improving its compliance with the program which seeks to broaden fluency in foreign languages. Because of wide employee interest in the program, which covers support people as well as substantive officers, the full report is printed here.

THERE ARE NOW 1,634 language designated positions (LDP) worldwide. This exceeds the number in effect last year by 62, and constitutes a new record. The overall compliance rate has remained steady for the last three years and stands at some 74% compared with 73% for last year.

In some previous years, a substantial increase in the number of LDPs resulted in a corresponding drop in compliance due to the lengthy training period required to bring officers to acceptable levels of proficiency; this had been especially true for the difficult Near Eastern and Asian languages. The Department continues to expand the LDP program while maintaining the compliance rate well within acceptable limits. That rate had moved in the 55–74% range since the inception of the program in 1963, and it is noteworthy that the rate has remainded near the top of that range for three successive years.

This year's increase in LDPs comes largely from the African bureau; the European and Near East and South Asia bureaus have expanded their programs only marginally:

			Increase	
Bureau	**1984**	**1985**	**No.**	**%**
African	154	182	28	18
Inter-American	501	515	14	3
East Asian	184	195	11	6
European	594	602	8	1
Near Eastern	139	140	1	1

As was noted in last year's report, the compliance rate is not as good as it might be had our standards been less stringent. Officers are generally tested before arriving at post, with their test scores remaining on the record throughout the tour of duty even though their language competence has often improved through use. If incumbents tested one-half point short of the required proficiency level (e.g., tested at 2+ but assigned to a 3-level LDP) and were considered in compliance (which they are not), the 1985 rate would rise from 74% to 83%.

A language class meets at the Foreign Service Institute. ***(Photo by Tom Bash)***

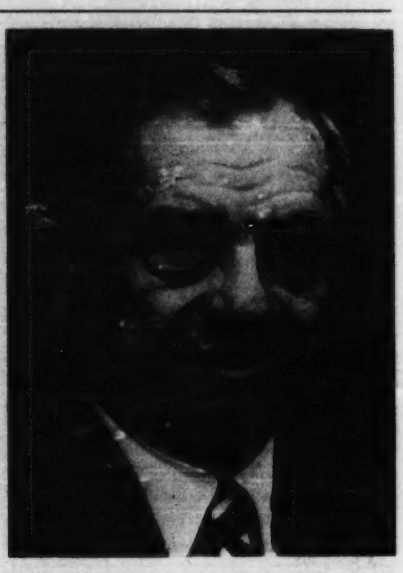
Crucial languages

It should be mentioned as well that other aspects of the Department's language program are not reflected in the compliance figures alone. Officers with fluency in the host-country language, but not assigned to LDPs, are not included in the data. Therefore, language skills at posts are usually better than indicated by the compliance profile. A more complete indication of officers' foreign language capabilities can be drawn from other figures. A look at some of the languages crucial to important areas of U.S. foreign policy will demonstrate the strength of the program. Here are the numbers of officers with 3/3 or better proficiency:

French	1,525
Spanish	1,407
German	703
Portuguese	292
Italian	250
Russian	227
Chinese	159
Arabic	101
Serbo-Croatian	98
Polish	88
Romanian	76
Japanese	72
Turkish	63
Thai	55

Some of the most difficult languages have compliance rates well above the average, including Bulgarian (88%) and Russian (80%). It is also noteworthy that 52% of all LDPs are filled by officers who have skills higher than the required level of proficiency.

The Department regularly reviews and undertakes new programs to improve upon what is already a good record of language competence by Foreign Service officers. The program of monetary incentives for demonstrated proficiency in selected hard languages (also often in hard-to-fill posts) was implemented in 1981 and expanded in 1984. The study of these "incentive" languages entails an individual's commitment to language study which may last as long as two years, and is based upon the expectation that the officer will have repeated tours of duty utilizing the language skills in difficult, often dangerous, parts of the world. The program of incentives is again under review, to make certain that it yields the best results at the lowest cost. In this connection, one of the innovations now under consideration is payment of a maintenance bonus to assist and encourage individuals to keep up their language skills while away from regions where they are spoken.

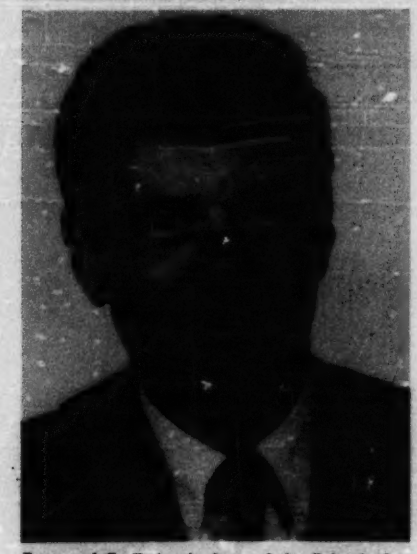


Lawmakers who received the report included *Richard G. Lugar* (R.-Ind.), left, chairman of the Senate Committee on Foreign Relations, and *Dante B. Fascell* (D.-Fla.), chairman of the House Committee on Foreign Affairs.

Slavic language instructor at the Foreign Service Institute. *(Photo by Tom Bash)*

Support personnel

A discussion of the language program would not be complete without reference to the language preferred support position (LPSP) program, which has gained in momentum. This program equips secretaries, communicators and security officers with basic language skills through 6-to-10-week familiarization and short-term (FAST) courses. It has proven to be very popular with staff members and with



Raymond C. Ewing is dean of the School of Language Studies at the Foreign Service Institute.

senior officers at post. The latter find that their own time is better utilized when secretaries and others can converse in the language of the host countries.

An amendment to the Foreign Service Act of 1980 (Section 2207) led to the introduction of the model foreign language competence posts plan in 1981. Under its terms, the Department selected two roughly comparable world language embassies (Montevideo and Dakar), surveyed *all* agencies' positions for appropriate language designation, and undertook to insure that from October 1, 1983, all individuals filling them met the skill levels of their positions.

The legislation also mandated that the results of the experiment be analyzed after two years, and that a report be forwarded to the Speaker of the House and the Senate Foreign Relations Committee early in 1986. The critique is in the process of being submitted to Congress. It describes the significant impact and success of the much broader model language approach to implanting linguistic competence at U.S. Foreign Service posts. The issue for the Department now is balancing the effectiveness of such a post against the treble costs of the program in the Gramm-Rudman-Hollings budget environment.

U.S. a leader

The language abilities of the American Foreign Service are impressive, and can be favorably compared to virtually every diplomatic service of the world's major nations. The Foreign Service Institute is widely regarded nationally and internationally as an imaginative, creative establishment that achieves first-class results with second-class physical assets. This situation should significantly improve with the construction of the new consolidated Foreign Service Institute facility at Arlington Hall, which Congress approved in 1985.

Improvement and maintenance of language skills requires the investment of two scarce commodities: budget authority and employees' time. In order to maximize the return on its language investment, the Department continually subjects parts or all of its training plans to analysis, in an attempt to devise methods to meet the shifting linguistic needs of American foreign policy. Such a total review was completed in 1985 and will lead to a changed and streamlined approach, which will be gradually implemented beginning in 1986.

Language designated position compliance profile

Total compliance	Dec. 1985	Dec. 1984
a. Number of LDPs	1,634	1,572
b. Number of positions filled	1,547	1,459
c. Number of vacant positions	87	113
d. Number of filled positions at or above required level	1.137	1,064
e. Percent of filled positions at or above required level	74%	73%
f. Number of filled positions above required level	800	755
g. Percent of filled positions above required level	52%	52%

*If incumbents within ½ point of compliance (e.g., S-2+ R-2+ where LDP is classified at S-3/R-3) are included, rate rises to 83% (82% in 1984).

Compliance by bureau, 1985 vs. 1984	Af.	Int.-Am.	E.As.	Eur.	Near E.
a. Number of positions	182	515	195	602	140
	(154)	(501)	(184)	(594)	(139)
b. Number of positions filled	172	484	182	579	130
	(146)	(469)	(163)	(557)	(124)
c. Number of vacant positions	10	31	13	23	10
	(8)	(32)	(21)	(37)	(15)
d. Number of filled positions at or above required level	109	385	116	448	79
	(103)	(327)	(98)	(414)	(90)
e. Percent of filled positions at or above required level	63%	80%	64%	77%	61%
	(71)	(77)	(60)	(74)	(73)
f. Number of filled positions above required level	64	289	70	317	60
	(63)	(255)	(59)	(307)	(71)
g. Percent of filled positions above required level	37%	60%	39%	55%	46%
	(44)	(54)	(36)	(55)	(57)

Bureau compliance rates by cone

(Number of filled position and percent of filled positions at or above compliance level)

	Af.	Int.-Am.	E. As.	Eur.	Near E.
Program direction	20	34	16	56	16
	(91%)	(85%)	(88%)	(93%)	(94%)
Political	21	78	41	150	30
	(63%)	(82%)	(75%)	(85%)	(68%)
Economic	16	48	25	62	12
	(70%)	(77%)	(78%)	(71%)	(60%)
Consular	8	158	26	109	13
	(61%)	(86%)	(49%)	(73%)	(39%)
Administrative	44	67	8	71	8
	(54%)	(64%)	(33%)	(66%)	(50%) ■

The chirping in China comes from keeping crickets

And these pets are cheap; Jolly Green (no giant he) cost only 15¢

BY TESS JOHNSTON

The author, secretary until recently to the U.S. consul general in Shanghai, is in French language training, prepatory to an assignment in Paris. Another (quite different) article by her appeared in the January issue.

"If a bird is kept for the sake of its song, why not keep a cricket for the sake of its chirp?"—Chinese author unknown.

COLLECTING CRICKETS is like eating peanuts—you can't have just one.

My collection started out in Shanghai, China, with Jolly Green, a brilliant green katydid fully two inches long. He was a potluck selection out of a large white enamel basin full of tiny cricket cages sold on a side street down in the Old Town. He was one of the bird shop's specials of the day and, at five mao each (about 15¢), they were going like hotcakes.

Ms. Johnston

I carried Jolly Green around in his tiny woven straw cage through all my shopping, and he chirped merrily away at my plate during lunch. He loved the boiled rice, didn't care much for the cooked cabbage. At that point I was hooked—a cricket gourmand? I decided I needed a spare or two.

When I got back to the bird shop, the crowd had dispersed. There were lots of birds but, alas, no more crickets. However, the friendly salesgirl said she might be able to find me just one more. She led me next door to the snake shop.

There I was horrified to see a huge mound of tiny cages filled with dead crickets. She explained that they had died of the heat in transit. I had seen their mode of transport: about 200 cages bound together, lashed to a fishing pole, carried on the shoulder of a man walking or on a bicycle.

Peep! It's Peg-Leg Pete!

From the sorry mound, an occasional peep was heard; obviously there was a live one in there somewhere. The clerk started going through the heap hunting for it. She found one still chirping, hanging on to the cage slats to circumnavigate the small interior. She pointed out that the reason he had been discarded was that he had one of his major legs missing—the left rear. Since I wasn't buying a full cricket, obviously I didn't have to pay the full price; he cost me only four mao. I named him Peg-Leg Pete.

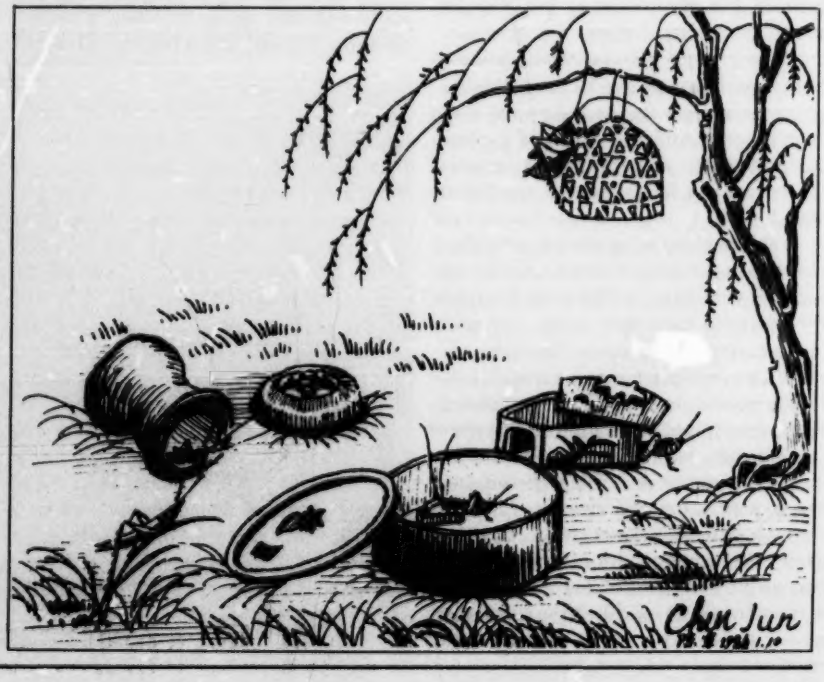
Now I had two crickets in two tiny woven cages. The cages were cylindrical, woven of rice straw, with the same pattern you see in expensive wallpaper. It was staggering to think of the work involved in just weaving the cage around a cocoon.

There were no doors; the cages must be cut open with scissors to remove the cricket. I could see that this wasn't a very practical arrangement, and I already had my eye on a fetching assortment of tiny cricket bowls.

They were of white ceramic, in five different shapes: round, oval, rectangular, scalloped and fan-shaped. Each contained a single blue painted figure in the center: a flower or a bird. They cost 4¢ each, so I bought the whole range.

But no high-rises

Now I needed cricket cages large enough to house both the crickets and the bowls. I found them in the free market for birds/fish/flowers. I could buy homes that were either singles or duplexes. Made of bamboo, they sat on tiny legs and had sliding doors which fit perfectly into grooves. They were perfectly balanced, with a carrying handle woven in the center of the top, and were a work of art. Another invest-



ment—this time 50¢.

I finally got my ensembles together. I cut the cages open and, with much shaking and poking around, managed to get the now very irritated crickets into their new quarters. They ignored their elegant feeding bowls and immediately hung upside down, like knobby hammocks, blinking at the sudden splendor of their spacious homes.

Now came the matter of food. The amah informed me that some crickets prefer green beans, while others prefer melon or cucumber and cooked rice. They lit into their dinner with gusto, holding the beans delicately with their three-toed feet in an amazingly lifelike manner.

Soon the short brittle wings high up on their backs started fluttering, and the din was ear-piercing—like a squeaky wheel in a ceaseless rhythmic pattern. This went on for half the night, until they were relegated to the balcony so I could get some sleep.

The soporific effect

I confided to the amah that this wasn't quite what I had in mind: I had heard that crickets lull you to sleep. I got a long lecture, most of it in impenetrable Shanghai dialect, the drift being: These were *guo-guo's* and what I wanted were *qu-qu's*. The amah would go to the market the next day and buy them for me. And I would need yet another container, special for that particular breed. In for a penny, in for a pound.

The next morning she proudly displayed some long hollow pieces of bamboo with rags stuffed in both ends. We prepared their new home, a round terra cotta pot with a flat lid, no windows, no air holes of any kind. (They breathe through the porous clay.) We lined the pot with a circle of paper (which they would proceed to eat in their spare time) and filled the cricket bowls with water and rice.

The qu-qu's were soon chasing each other around the interior of the pot, as on a miniature race track. They were about one-third the size of the guo-guo's and a shiny, chocolate brown. The amah was right: at night they made a most appealing, soothing sound, a sort of soft whir.

Serenade

During the day they joined the others on the balcony, where their soft song was lost under the caterwauling of Jolly Green and Pete. When we later took them out to clean the pot and put in a new doily, they leaped off in all directions and the amah and I had a few merry minutes crawling around on our hands and knees trying to corner them. We finally caught them under a tea strainer, in the absence of a butterfly net, and soon we were very adept at transferring them from the pot directly to the strainer, eliminating the chase. My two dachshunds, however—Superdog and Snowflake—tried to beat us to the crickets in a sort of wild free-for-all.

A friend later presented me an antique "cricket transferer," a small fan-shaped cermaic tunnel with a lid. You chase the cricket into it, put your thumb and forefinger over the ends, then transfer the cricket safely to any location.

I now had four crickets, two guo-guo's and two qu-qu's, when a well-meaning friend, knowing my love of small creatures, gave me two more guo-guo's—real screamers these. I suspect they might originally have been gifts to him and he couldn't stand the racket. They were slightly smaller and much darker green—more of a khaki—which indicated they were older than the first two. I now had to buy another cage, which led to the discovery that cricket housing comes in marvelous variety.

No privacy

First there were the cages, single or duplex, resembling tiny bird cages of bamboo and wood. Then there were copper canisters resembling carved cigar cases. They had elaborate designs of air holes punched in the lid, and featured glass windows on top and one side, so you could watch the little tykes at play. They also came in single and duplex, the latter being divided down the middle by a glass partition—so they could watch each other at play.

Then there were antique mahogany boxes, about two inches square, with sliding tops and sliding doors at one end. I'm told that these are used to keep the combatants in before the matches, when they are tickled from above and then the tiny doors are

opened so that the thoroughly enraged creatures charge out at each other. (Cricket-fighting in China was very big for hundreds of years, and was outlawed only with the founding of the People's Republic in 1949.)

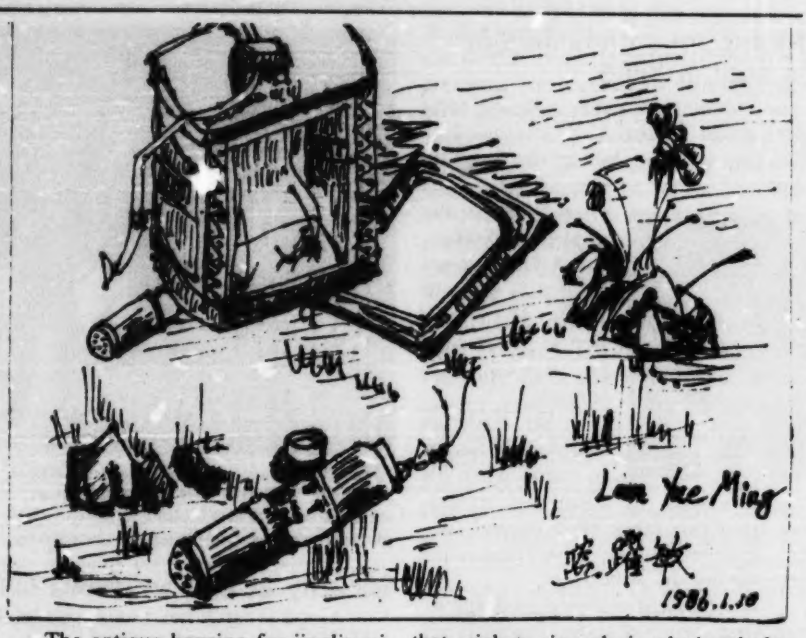
My favorite container, however, was the cricket hu-lu. These are made from a special type of small gourd grown almost exclusively for the cricket-housing market. The farmer places the seed in a clay mold, often with an elaborate design incised on it. After the gourd grows to the desired size, he simply snips it off and breaks the mold. The gourd is then hollowed out and dried, and a carved lid of ebony, ivory or even jade is fitted onto the top. A small copper screen is placed behind the lid, so the cricket can breathe but can't crawl through the filigreed openings.

Now that I had this diverse collection of containers, the amah began to bring me little presents in the morning—a guo-guo here, a qu-qu there—all guaranteed by her to be fantastic singers. The next thing I knew, every available container was filled, and crickets had overflowed into the amah's old metal lunch box.

Feckless Houdini

After the first two, I quit naming them, except for old Houdini, who managed to escape periodically from the improvised lunch-box arrangement. He wasn't hard to find, however; we had only to remove all the other crickets from the area and wait a few hours. When Houdini got lonely and started chirping for his buddies, amah or I would pounce on him with the tea strainer and toss him back into the box.

Things got even more lively when an old Chinese professor presented me a pair of jinlingzi. These crickets are about the size of one-half a little fingernail, and have lovely patterns of color on their wings. They come in black and gold, the latter called huanglingzi. The golds seem hardier than the blacks, which keep dying off, as did one of the guo-guo's. The amah informed me that it had caught cold from the draft.



The antique housing for jinglingzi was yet another wonder. There was a small six-plex of highly-polished wood, topped by a beveled-edge glass. It had elaborately carved jade pieces inset in the sides. The contemporary models are much less elegant, but show great imagination in their styles. They're of all-clear plexiglass, melded with bright colored plastic.

Vying for the 'Emmy'

One is in the shape of a pistol, with one compartment in the barrel and one in the handle, each part with a little feeding plug and ventilation slots. Another is like a pink sports car, with the crickets occupying the driver's compartment. But my real favorite is one that looks like a black television set on tiny legs, in which the cricket provides the show.

The more mundane models are simply small boxes, the size of a flattened cigarette pack, but even they often feature inlaid designs. Crickets can thus be carried in the pocket, where they sing in the warmth.

The amah and I worked out a feeding routine to be sure no one was left to starve, which certainly wouldn't have happened in silence. I discovered that crickets sing gloriously just before they die—a final serenade. Our routine had the amah anchoring green bean pods in the guo-guo cages while I prepared sliced melon for the jinlingzi. In the meantime, the amah distributed th rice and mucked out the paper-lined clay pots.

Cleaning the cages

The cages are easier; you just place them on the windowsill and in the morning lift them and clean the debris from underneath. A similar routine took care of the canary, the zebra finches and the parakeet. I often wondered what the amah thought of the menagerie—but then, she doubtlessly thought all Americans are crazy anyway.

My colleagues in the office wouldn't have disabused her of the idea—even they began to eye me rather warily when I started bringing a few to work to brighten my day. Even as I write this in the late fall, two jinlingzi are singing away in my pocket. But their 100 days are almost over; winter is coming and soon the crickets will begin to die off, leaving my house chirpless again. I'll miss their lovely songs. ■

Terrorism

Khartoum communicator is shot in head

William J. Calkins, a rookie communicator at the U.S. embassy in Khartoum, was shot in the head on April 15 while he was driving home from work in the capital of Sudan, the African country that is south of Egypt. His condition as STATE went to press was serious.

Mr. Calkins

Mr. Calkins had stopped his car in traffic when his assailants, operating from two other cars, opened fire. Six or seven bullets were fired, with one striking the American.

The incident occurred in a suburban area, some distance away from demonstrations that were in progress downtown.

Mr. Calkins had entered the Department on April 12, 1985. This was his first overseas assignment. □

State has lead role on security panel

Secretary Shultz and representatives from nine Government agencies signed a charter for the Overseas Security Policy Group, April 15, in the Department. The charter designates State as the lead agency in formulating policies and standards for overseas security programs.

Representatives signing the charter were from AID, USIA, the Central Intelligence, National Security and Defense Intelligence Agencies and the Departments of Commerce, Justice and Treasury.

Chaired by David C. Fields, director of State's Diplomatic Security Service, the group was set up to develop, coordinate and promote uniform policy and guidance on overseas security operations. Its establishment was recommended by Admiral Bobby Inman's Advisory Panel on Overseas Security. It has been meeting informally since 1983. □

LISBON, Portugal—Regional security officer *Art Jones*, left, with *Luis Da Rocha Passos*, second from left, who found a bomb in an employee's vehicle during a routine security inspection. Other members of the guard force who assisted during the incident included *Antonio Pereira Coutinho* and *Jose Fernandes Lourenco*.

Security at Lisbon draws congressional praise

"Good security has foiled a potentially serious terrorist attack on the United States, thanks to the sound security procedures at the embassy in Lisbon," Representative William S. Broomfield (R.–Mich.) said on the floor of the House recently.

He was referring to an incident in the Portuguese capital (STATE, March) when a bomb planted in an employee's vehicle was spotted by a security guard during a routine check. Shortly after guards evacuated the area, the bomb exploded. The car was demolished, but there were no injuries or other damages. □

Embassy La Paz is dynamited; no one is hurt

An explosion occurred on the roof of the U.S. embassy in La Paz, Bolivia, on March 27 at about 9:30 a.m. There were no injuries. The explosion is believed to have been caused by a stick of dynamite thrown onto the roof from the top of an adjacent building. A group called the Peoples' Commandos claimed responsibility for the attack. ■

BEIRUT, Lebanon—Foreign Service national employees receive awards at their retirement ceremony. From left: *Hussein Mayassi*, *Elias Kawar*, public affairs officer *Robert Goold*, *Antoine Khoury*, Ambassador *Reginald Bartholomew*, *Annie Guenjian*, *Nicholas Halabi*, *Fouad Copty*, administrative counselor *Warren E. Littrel*.

News Highlights

Budget blues: 7 posts are slated for closing

Congress as of mid-April was studying the Department's plan to close seven small consulates as part of the administration's deficit reduction program. The proposed closings would save $4 million and 35 positions. The posts are Bremen, West Germany; Nice, France; Rotterdam, the Netherlands; Salvador da Bahia, Brazil; Seville, Spain; Trieste, Italy; and Winnipeg, Canada.

In a telegram to overseas posts, Under Secretary Ronald I. Spiers pointed out that "this decision was taken only after extensive review and consultations, both in the Department and with other agencies. Because of Gramm-Rudman-Hollings and the overall budget climate, closing the seven posts—provided there is no override by Congress—must be regarded as but the first round of reductions in our overseas presence."

Mr. Spiers added: "I want to be clear, at the same time, that the Department is committed to seeking reductions of the overall U.S. Government presence overseas, not only State components. Post closings are painful, and we will do everything possible to ease hardships that may result." □

U.S. bond campaign opens; current earnings: 8.36%

Secretary Shultz opened the annual U.S. savings bond campaign in the Department this month in a letter to all employees urging their participation. The bonds currently are paying 8.36% interest when held to maturity. The Secretary said in his letter:

"Most of you know that savings bonds always have had significant tax advantages and safety features. Savings bonds now are an even better investment. Instead of the old fixed rates, bonds now pay variable rates, like money markets, while still offering the protection of a guaranteed return. You can earn much more than the guaranteed minimum of 7.5% but never less. There are other attractive benefits; exemption from state and local income taxes; federal tax deferred; and free replacement of lost, stolen, or destroyed bonds.

"These advantages make U.S. savings bonds an excellent way to prepare for large future purchases, to help send your children to college or to help provide you with a more comfortable retirement. Buying bonds is one of those fortunate transactions where both buyer and seller profit.

"During the campaign, you will be contacted by one of your fellow employees who will supply you with further details about savings bonds. I urge you to give your support to our bond campaign by joining the Payroll Savings Plan or by increasing your current savings bonds allotment. It is a positive way to help your country and a great way to make your own future brighter." □

Employees get reminder on ethical conduct

A Department Notice of April 8 reminded all employees that, "the President has frequently expressed his concern that all officials in this administration act carefully, not only to avoid violating the law, but also to avoid the appearance of any impropriety."

The notice continued: "A persistent ethical problem in Government is created when ex-officials take on the representation of foreign countries or other clients whose interests may be affected by the Department's decisions. These ex-officials may sometimes seek to initiate business contacts during required cooling-off periods, or to obtain preferential treatment for their clients based on their prior associations with the federal Government, or their efforts may create the appearance of such intentions.

"The Department's regulations require that Department employees take no action that could result in, or give the appearance of, using public office for private gain (including the gain of a third party), giving preferential treatment to any person, making a Government decision outside official channels, or affecting adversely the confidence of the public in the integrity of the Government. The regulations generally prohibit acceptance of a gift from any person who has business with the Department, has interests that could be substantially affected by the employee's official duties, or appears to be seeking advantage in dealings with the Government.

"These requirements are designed to ensure that Department employees treat all persons fairly and equally. They are particularly important in the case of representation by ex-officials of foreign governments, the interests of which could be inconsistent with U.S. foreign policy objectives. We must provide fair and equal treatment, as well as providing due access, to all, including clients of ex-officials, but without showing favoritism to any particular person.

"If you are contacted by an ex-official in a manner that causes concern, you should not hesitate to consult with the Legal Adviser's Office, and to recuse yourself from handling the matter if you are concerned about your ability to consider the matter objectively. Make every effort to avoid even an appearance of favoritism or impropriety. Adherence to the highest ethical standards is in the best tradition of the Department."

Cited in the notice were regulations designated as 3 FAM 620 Appendix A, Section 10.735-201(a) and Section 10.735-202. □

Evaluation report altered; employee is reprimanded

An employee who acknowledged altering an employee evaluation report has received a letter of reprimand from the director general of the Foreign Service and director of personnel.

The alteration came to light through a chain of events which began with discovery in the Bureau of Personnel's Office of Performance Evaluation that the report on the employee had not been received. When the office inquiried of the rating officer, he advised that the report had been com-

pleted some time earlier, and he provided a copy from his files. Concurrently, the original evaluation report from the rated employee arrived in the office.

A comparison of the two copies showed that several derogatory paragraphs that appeared in the copy provided by the rating officer were not present in the original transmitted by the rated employee.

In the course of an investigation by the Office of the Program Inspector General, the employee acknowledged modifying the report after receiving it for comments and concluding statements. The reprimand has been placed in the employee's file. □

U.S. seeks to recover $9,500 from employee

The Government is taking action to recover $9,500 in survivor annuity payments paid to a Department of State employee over an 18-month period. The employee had continued to receive the payments after remarrying, because of a failure to report the change in marital status, the Office of the Program Inspector General reported.

The overpayments were discovered after the U.S. Office of Personnel Management requested the assistance of the inspector general in a computer match of the Civil Service Retirement System's survivor annuity rolls, the central personnel data file maintained by that office and the files of the Department of State. The intent was to identify employees who were survivor annuitants under age 60 and who had remarried, thus eliminating their eligibility for the annuities. □

Foreign missions office negotiates tax accords

State's Office of Foreign Missions has negotiated tax reciprocity agreements with Brazil, Turkey and France, including a $1.7-million refund for taxes paid in France.

Brazil has agreed to provide full tax exemptions for all official purchases made by the U.S. embassy and consulates. Turkey has decided to exempt diplomatic missions and personnel from hotel and restaurant taxes. Diplomatic missions in France will now be exempt from the value-added tax on immovable real property acquisitions and work.

The $1.7-million refund will be made for taxes paid in connection with the renovation of the historic Talleyrand Building in France.

During 1985 the Office of Foreign Missions negotiated similar reciprocal tax agreements with Colombia, Costa Rica, Guyana, Israel, Ivory Coast, Mexico, the Netherlands, Nicaragua, South Africa and Turkey. ■

How to confront new ideas: face-to-face

In a relaxed atmosphere over cocktails, a small group of Foreign Service officers joined recently with some 40 other persons from the Government, academia, journalism and the foundations to hear Senator Charles McC. Mathias (R.-Md.) discuss his three-week visit to countries in the Middle East.

The senator's appearance constituted one of the "Face-to-Face" programs that are sponsored jointly by the Carnegie Endowment for International Peace, which played host at its conference center in Washington, and the American Foreign Service Association. The programs are seen as one of the resources available to Department employees who are interested in an exchange of ideas with people outside State.

The program's director is traditionally a Foreign Service officer. Yvonne F. Thayer, former desk officer for El Salvador, is the director this year.

Mr. Mathias

Ms. Thayer

The group asked many questions, to which Senator Mathias gave detailed answers. Following the dialogue, the group gathered for dinner in another room to continue the program. It started at 6:30 in the evening and ended around 10.

"The Face-to-Face program doesn't really compete with other programs in Washington," Ms. Thayer says. "It's somewhat like the Department's Open Forum sessions. We have a similar objective—to promote the free exchange of ideas with experts in international affairs. But the Open Forum is directed at the Department and employees in the foreign affairs community, while we try to get a cross-section—persons representing various points of view in other fields of endeavor—at our dinner discussions. We seek to promote thorough examination of important foreign policy issues and to delve into a wide range of options for U.S. policymakers."

Face-to-Face has featured 30 to 40 speakers a year since its establishment in 1971. In the past year, it has trotted out, among others, Abraham Katz, president, U.S. Council for International Business; Under Secretary Ronald I. Spiers; former U.S. ambassador to Israel Samuel Lewis; Beyers Naude, secretary general, South African Council of Churches; Chinese Ambassador Han Xu; Defense Secretary Caspar Weinberger; Canadian Ambassador Allan Gotlieb; Hanna Siniora, editor-in-chief of Al-Fajr; Moshe Maoz, guest scholar at the Brookings Institution; Robert Legvold, Columbia University; Stephen Sestanovich of the National Security Council staff; and Lord Peter Carrington, secretary general of NATO.

Guests are invited personally by Ms. Thayer. Those wishing to attend should contact her at (202) 797-6414. □

Appointments

State's man at Capitol: J.E. Fox is chosen

President Reagan has announced his intention to nominate J. Edward Fox, his special assistant for legislative affairs, as the Department's assistant secretary for legislative and intergovernmental affairs. Mr. Fox would succeed William L. Ball III. The nomination would require Senate confirmation.

Mr. Fox

Before going to the White House last year, Mr. Fox was in State's legislative office—first as deputy assistant secretary, 1983–85, then as principal deputy assistant secretary, 1985. He was minority staff consultant of the House Foreign Affairs Committee's Subcommittee on Inter-American Affairs, 1976–83. He also was on the staff of the Subcommittees on the Future of Foreign Policy, and Resources, Food and Energy, 1975–76. Earlier, he was a legislative assistant to Congressman John Rousselot (R.-Calif.), 1974–75. He was research assistant to Congressman John Ashbrook (R.-O.), 1973–74.

Mr. Fox was born in Columbus, O., on December 1, 1948. He received a bachelor's in political science and international relations from Ohio University, 1972, and a master's in legislative affairs from George Washington, 1976. He is married and has three children. □

Nitze: ambassador-at-large

President Reagan has announced his intention to nominate veteran diplomat Paul H. Nitze as ambassador-at-large. Since January 1984 he has been special representative for arms control and disarmament negotiations, with the rank of ambassador. He has also been adviser to the President and Secretary Shultz on arms control matters. □

Ronald F. Lehman: arms talks in Geneva

President Reagan has announced his intention to nominate Ronald F. Lehman as U.S. negotiator for strategic arms reductions with the rank of ambassador. Mr. Lehman, who would succeed John C. Tower, would serve with Max M. Kampelman and Maynard W. Glitman at the talks on nuclear and space arms in Geneva. He has been deputy U.S. negotiator with the personal rank of ambassador and special assistant to the President for national security affairs since January 1985.

Mr. Lehman

Before joining the National Security Council staff, Mr. Lehman was deputy assistant secretary of defense, responsible for nuclear forces and arms control policies. He was a representative to the U.S.-USSR bilateral discussions on nuclear proliferation. He also was a representative to the U.S.-Soviet talks on direct communication links. He had been a member of the professional staff of the Senate Armed Services Committee.

Over the years his responsibilities have involved him in international meetings and discussions, including arms negotiations, in Geneva, Vienna and Moscow, the NATO countries, eastern Europe, the Soviet Union, Japan, South Korea, southeast Asia and China. He came to Washington in 1974 as a public affairs fellow of the Hoover Institution on War, Revolution and Peace, at Stanford, Calif. He was a legislative assistant on Capitol Hill. In 1980 he worked on policy coordination in the office of President-elect Reagan.

Mr. Lehman was born in California on March 25, 1946. He received a bachelor's from Claremont Men's College, Calif., in 1968, and a doctorate in government from Claremont Graduate School in 1975. He has achieved the rank of major in the Army Reserve, is airborne-qualified, and served in combat in Vietnam. He has taught graduate-level courses on arms control at Georgetown. He is married. □

Zimmermann: chief of U.S. delegation in Vienna

President Reagan has announced his intention to nominate Warren Zimmermann, a career Foreign Service officer, as chief of the U.S. delegation to the Conference on Security and Cooperation in Europe follow-up meeting in Vienna. He would have the rank of ambassador. Mr. Zimmermann had been deputy to the head of the U.S. delegation to the arms reduction negotiations in Geneva, with the personal rank of ambassador.

Mr. Zimmermann

Joining the Foreign Service in 1961, he held assignments as consular and political officer, Caracas, 1962–64; political officer, Belgrade, 1965–68; analyst on Soviet foreign policy, Bureau of Intelligence and Research, 1968–70; and speechwriter for the Secretary, 1970–73. He became deputy chief of the political section, Moscow, in 1973. After a two-year tour, he was assigned as special assistant for policy planning, Bureau of European and Canadian Affairs.

Mr. Zimmermann in recent years was political counselor, Paris, 1977–80; deputy chairman, U.S. delegation to the Conference on Security and Cooperation in Europe, Madrid, 1980–81; and deputy chief of mission, Moscow, 1981–84. He was a visiting fellow, Council on Foreign Relations, 1984–85.

Mr. Zimmermann was born in Philadelphia on November 16, 1934. He received a bachelor's from Yale in 1956; won a Fulbright scholarship to Cambridge; and obtained a master's from that university in 1958. He served

in the Army, 1959, then became a staff reporter with the Munroe News Bureau, Washington. His foreign languages are Russian, Serbo-Croatian, Spanish and French. He has twice won the Department's Superior Honor Award—in 1975 and 1984. He won the President's Meritorious Award in 1984.

Mr. Zimmermann is married to Corinne Chubb Zimmermann. They have a son, Warren Jr., and two daughters, Corinne A. and Elizabeth B. □

Gilsenan gets key post for radio conference

John T. Gilsenan has been named executive director for the U.S. delegation to the 1987 World Administrative Radio Conference for Mobile Services of the International Telecommunication Union, to be held in Geneva. He will work closely with Government agencies and the private sector, and will have operational responsibility for coordinating U.S. proposals, strategies and international consultations.

Mr. Gilsenan presently is deputy director of the Office of Regulatory and Treaty Affairs in State's Bureau of International Communications and Information Policy. He is a career civil servant who spent 12 years at the Federal Communications Commission before coming to the Department in 1983. He has served on many U.S. delegations. □

Marks to head radio team

Leonard H. Marks, communications attorney and former USIA director, has been appointed by the Department to be chairman of the U.S. delegation to the second session of the World Administrative Radio Conference for the planning of the high frequency bands allocated to the broadcasting service. Mr. Marks also served as chairman of the U.S. delegation to the first session, in Geneva. □

People at State

Charles W. Freeman Jr. is now the senior deputy assistant secretary in the Bureau of African Affairs . . . The staff of the Secretary's Advisory Committee on South Africa includes **C. William Kontos,** executive director; **Chester Norris,** deputy executive director; **Michael Clough,** study director; **Ann Miller,** committee coordinator; **Peter Jensen,** administrative officer; **Nancy Ely** and **Lynda Clarizio,** legal counsel; **Richard Taranto,** special counsel . . .

The Office of the Deputy Assistant Secretary for Transportation Affairs, in the Bureau of Economic and Business Affairs, has been reorganized. **Charles Angevine** has been designated special negotiator for transportation affairs; **Samuel Kelter,** director, Office of Aviation Negotiations; and **Erwin von den Steinem,** director, Office of Aviation programs . . . In the new Division for Arms and Technology, Office of Politico-Military Analysis, Bureau of Intelligence and Research, **Frederick Monroe** is special assistant for technology. Other staff members include **M.S. (Pat) Miller,** division chief, and **Marilyn Morin, Rodney Huff** and **John Peterson.** □

Refugee Programs' Dewey gets UN refugee post

Arthur E. Dewey, since 1981 deputy assistant secretary, Bureau for Refugee Programs, has been appointed the deputy UN high commissioner for refugees. He succeeds William R. Smyser, a retired Foreign Service officer, in Geneva.

Mr. Dewey

Mr. Dewey, who came to the State Department from the Office of the Assistant Secretary of Defense for International Security Affairs, had been director of operations for the U.S. Nigeria/Biafra relief coordinator. He is active in the Presbyterian Church, especially in the areas of missions and refugee policy. He received a bachelor's in engineering from West Point in 1956 and a master's, also in engineering, from Princeton in 1961. ■

MBABANE, Swaziland—Ambassador *Harvey Nelson* presents his credentials to Her Majesty, *Queen Mother Ntombi,* right, regent of Swaziland. Between them are *Prince Mboni, Zacharia Mkhonta, B.B. Shongwe.*

Forget their 'water-walking'—just don't let them sink!

Don't you have a few minutes to help?

BY SARAH L. NATHNESS

The author is on the staff of the Foreign Service Grievance Board. She was a member of the 1984 selection boards and served subsequently as a deputy examiner at the Board of Examiners.

THE ROAD TO TENURE is a crapshoot. Put another way, far too many untenured officers get a bum deal in their probationary period.

Ms. Nathness

Of course, this is opinion—*informed* opinion, mind you (what else?)—but opinion nevertheless. So, gentle reader, feel free to agree or disagree to your heart's content. But those of you who'd be hard-pressed to pick out the incumbent junior officer at post ("I haven't had the opportunity to observe Mr. X's performance closely but I have complete trust in the integrity and prudence of the rating officer . . ."), hold your tongues. You are part of the problem.

Having served at the Board of Examiners, I've seen the poking and prodding and close scrutiny which goes on with each candidate. Every aspect of his/her qualifications and character is examined and compared with all the other candidates. This mulling and chewing process can, and often does, go on for up to a year or more until, finally, the original pool of 28,000 applicants is boiled down to around 150 bright-eyed, eager and talented fledgling FSOs, most or all of whom are presumably promising raw material for the Foreign Service.

Why, then, do a certain percentage of these folks show up four years later before the grievance board, protesting efficiency reports which led to a nontenuring decision by the Commissioning and Tenure Board? (By regulation, they can't protest the goodbye-good-luck-on-the-outside decision itself.) Is it the law of averages? Were there worms in some of those shiny apples the Board of Examiners had selected four years earlier? Has the System, meaning you and me, not done all it could with the raw material it was given?

Let's start with the premise that a junior officer, more than anything else, is the embodiment of *potential* rather than accomplishment. How can that potential be developed?

Look who's here!

Too often the arrival of a junior officer at post is greeted with indifference ("My gosh, are you here already? We don't have a desk for you but we'll try to think up some project for you to work on for the moment . . ."), or relief possibly at the appearance of a new body, preferably one with a strong back

and a weak mind ("Some people call this donkey work I'm giving you, but nobody has had a chance to get at it for months, and anyway it'll be a good introduction for you . . .").

In each case, little or no thought has been given to providing a work environment in which an untenured officer can show his or her stuff—unless, of course, the "stuff" we're looking for is a talent for malingering. Commented one uneasy junior officer to me upon rotating into my section a few years ago: "I've been at this embassy 18 months—6 months each in three sections, and I feel like a fireman sent out to plug holes in the hydrants. When do I get a real job with some responsibility?"

Even if the junior officers do get a real job with some responsibility, they face the luck of the draw with their supervisors. And for the untenured FSO beginning a Foreign Service career, this aspect of the candidacy period is crucial.

Evidence of a lack of adequate counseling by supervisors, rating and reviewing officers is a common thread throughout many files. Too often the attitude of the section chief, the deputy chief of mission, the principal officer is: "Well, nobody ever took me by the hand. He'll just have to sink or swim like everybody else."

Superboy?

This hard-nosed attitude is sometimes compounded by unfair expectations of supervisors in terms of the junior officer's prior training or experience. By the nature of the beast, junior officers are in the learning stage of their careers. Whether performing an assigned job or thrown into the breach at post to meet a temporary vacancy, they haven't really had adequate experience or training to perform at anywhere near the specialist level. Instead of being praised for willingness to take a crack at something new and different, instead of having weaknesses evaluated in the context of how quickly they are able to correct them, many junior officers find themselves measured against performance standards expected of experienced employees.

Here, too, frequent rotation and lack of continuity in rating officers work against the junior officer. Evaluation reports, for example, don't always reflect the overall progress of an individual as he or she moves from one brief assignment to another.

One rater stresses areas for improvement and then another comes along and voices concern about the same areas. While the junior officer in question may have made a quantum

performance leap during the several periods under review, absent someone familiar enough with his work to survey his or her overall progress from beginning to end, reiterated deficiencies tend finally to be perceived by the performance file reader as absolutes rather than the *relative* weaknesses they may very well have become. In such cases, fine candidates with a proven capacity for growth run the risk of never getting the tenuring board nod. They have been *rated*, not *evaluated*.

Honest evaluations

Other defects in the assessment process hit the career candidate hard. All in the Service are aware of the "damning with faint praise" effect in an employee evaluation report, where superlatives are the norm. Small lapses or unfortunate phrasing may have a much more serious, even fatal, effect upon the career candidate than upon a tenured mid-career officer. Poorly articulated, blah-blah reports from rating officers who either can't draft adequately, or who are unaware of the hidden meanings harried boards can read into seemingly innocent remarks, do the career candidate a great disservice. Similarly, unsubstantiated rave reviews leave the readers scratching their heads and wondering where the truth really lies.

Regulations make clear that the aim of a candidate evaluation is not primarily to assess current performance with a view to possible promotion, but rather to assess long-term career potential. Many authors of reports seem to have lost sight of this distinction, almost as if the raters had forgotten it was a career candidate they were evaluating.

While an untenured officer is free to grieve a particular report as falsely prejudicial, or as having been prepared in a manner contrary to regulations or published policy, removal of the offending material doesn't necessarily assure a successful outcome, i.e. tenuring. For one thing, there's already precious little in a career candidate's file. Secondly, the Commissioning and Tenure Board, unlike the selection boards in the promotion process, is a standing body of six members serving three-year terms. Thus, while the grievance process may result in the removal of offending material from a career candidate's file, that material in all probability has already been seen at least once by the Commissioning and Tenure Board, and members may well have already reached an opinion as to the long-term potential of a given individual.

So, gentle reader, we come back to my opening assertion. The road to tenure is a crapshoot. But does it have

to be?

Undoubtedly, the Department and those administering the career candidate program believe that the System is working well in turning out tenured officers who are the best and the brightest among the contenders. Even were this true beyond any shadow of doubt, it doesn't mean that the handling of these officers might not be improved, from the standpoint of both assignments and assessments.

State's investment

A greater adherence to the spirit as well as the letter of the regulations would be a major step forward. The Department has a considerable investment in these new officer candidates and every reason to desire that their untenured service will provide an accurate barometer of long-term potential—or the lack of it. Thus its career candidate program as spelled out in the Foreign Affairs Manual (3 FAM 570-578) is a thoughtfully detailed one.

But how many of us have read this regulation? Not as many as should have, judging by the frequency of technical violations of prescribed procedures. While most violations probably were not of a nature to have affected the ultimate decision of the tenuring board, can this always be said with assurance? No. Because, too often in the case of career candidates, a technical violation reflects an indifference to the spirit as well as the letter of the law.

Let's take as an example a specific prescribed procedure familiar to everyone, tenured and nontenured alike. "Discussion of Performance" and dates thereof recorded on the employee evaluation report form are musts for all employees. How often, though, have you and your rating officer, come April 15, huddled to make sure the dates plucked from thin air were days you both were in town? Whether discussions really had taken place, neither of you much cared. After all, you had tenure, you'd certainly already outgrown any significant weaknesses, and in any case considerations of long-term potential took second fiddle to whether this latest report seemed sufficiently slick and meaty to get you that next promotion.

The critical need

For the untenured officer, however, counseling is critical. In the minds of too many supervisors, this means simply a periodic recital of the candidate's strengths and weaknesses à la "You've done a great job in keeping this visa line moving, but you've got to work on your drafting. The ambassador wants you to get out there and do some political reporting, too." Joint assessment of the work program, examination of goals and how to get from here to there, evaluation of the candidate's progress are, more often than not, lacking in these "counseling" sessions.

Certainly the reviewing officer bears considerble responsibility for assuring that the career candidate isn't lost in the shuffle of post business. Holding the candidate's immediate supervisor to close account for his or her efforts in providing a well-structured, well-monitored work program is essential. So, too, is the reviewing officer's commitment to gaining an independent view of the candidate's skills, attitudes and progress. This is one instance where the usual review statement pablum offering nothing more than a blanket endorsement of the rating officer's comments is totally unacceptable. It not only reinforces the general view that Foreign Service officers care little about management, it is indicative of an indifference to who will shape the future profile of the Foreign Service.

The Department, too, might keep a closer eye on the untenured officers. If their evaluation and assignment sequence, as sometimes happens, deviates from the norm, there ought to be a mechanism for the process to make corrections—certainly at the end of their first tours abroad while they still have two years remaining in the probationary period.

Between posts

The candidates might also, between posts, be subject to a rigorous few days in the Department of counseling. file review and an airing of their gripes. Consideration could also be given, in the cases of candidates who have come up against less than adequate supervisors, to assuring that their onward assignments are to supervisors with proven track records of "bringing out" junior officers.

Finally, we all know that the Service is a competitive profession. Like everything else in life, "competitive" has a good and a bad side, the latter reflected in the earlier comment: well-nobody - ever - took - me - by - the - hand - he'll - just - have - to - sink - or - swim - like - everybody - else.

Somehow, for the sake not only of the career candidate, but for the future of the Service itself, we must encourage/insist/*demand* of supervisors that they place greater priority on the care, feeding and assessment of junior officers. We will have only ourselves to blame if, through indifference and just plain sloppiness, the good ones slip through our net and the flawed ones remain on deck. ■

Operations Center

25 years as an exposed nerve

Shultz accords praise; events are recalled

SECRETARY SHULTZ (not the first Secretary to become fascinated with the way fast-breaking events are handled there 'round the clock) recently paid a visit to the Operations Center on the seventh floor, near his office, on the occasion of the Op Center's 25th anniversary as the exposed nerve of the State Department.

"This place is the Department's command, control and communications hub," he said. "It has evolved a long way from its modest beginnings in 1961." He added: "Serving long and constantly-changing hours in a fast-paced environment, you people face unique personal and professional challenges as the normal condition of your daily working lives. The experience of serving in this unique place has formed the careers of many hundreds of individuals who have subsequently moved on to higher levels of responsibility."

James Collins is the current director of the center, which is part of the Executive Secretariat in the Office of the Secretary.

In anticipation of the anniversary, two veterans of the Op Center reminisced about its beginnings in articles they wrote for STATE. Bill Harbin, now a labor adviser in the Bureau of East Asian and Pacific Affairs, used to be a watch officer. Marie Connolly, then in the Secretariat, is a staffer in the Op Center's task force office. Their articles follow.

* * *

BY BILL HARBIN

THE OPERATIONS CENTER was created by President Kennedy when he learned during the Bay of Pigs crisis that State (unlike the Pentagon) had no substantive officers on duty around the clock. There were only communications watch officers (i.e. Civil Service personnel) who screened telegrams and decided whether or not to contact substantive officers at home outside of duty hours. The President was so concerned that he sent his brother-in-law, Stephen Smith, to the Department to help get the Op Center running to the President's satisfaction. Indeed, Steve Smith himself took turns standing watch for the first few months.

The new center quickly received a baptism by fire during the Cuban missile crisis of October 1962. It became the headquarters for a task force dealing with the crisis. Secretary Rusk himself would rush in to use its communications facilities, and assistant secretaries actually slept in the area (a makeshift bedroom was quickly set up) to be instantly available if a key decision was required in the middle of the night. Certainly, the most dramatic moment during the crisis came on my watch early one evening when the Soviet ships, whose movements toward Cuba we were monitoring closely, dramatically changed course and turned back in the face of our naval blockade, thus averting nuclear war.

Mr. Harbin

Ms. Connolly

But my long nights in the center also had their light moments. On one occasion, someone in management fretted that, absent a crisis, the watch teams were underemployed. Therefore, we were given the task of randomly calling up Foreign Service posts around the world, without warning, to check on their alertness. The results were predictably spotty, particularly in newly-established, remote African posts where there were no Marine guards or, indeed, any American personnel on the premises during the night. Often the embassy phone was answered by a local guard of limited English-language capability. The transcripts of such conversations (duly logged) became classics of

At the Op Center today, from left: *Jacques Grimes, Maura Harty, Gordon Olson,* senior watch officer *Robert Pace* (seated), *Richard Rodgers. (Photo by Walter J. Booze)*

President Johnson **and** ***Secretary Rusk*** **visit the Op Center. Facing camera in background, wearing necktie, is** ***Arthur Goldberg,*** **U.S. representative to the United Nations.**

unbridgeable communication gaps.

On another occasion, somehow the Op Center's phone number became available to the customers of a particular bar in Brooklyn, and we began to receive late-hour calls from boozy patrons giving us all sorts of unsolicited and often incoherent advice on U.S. foreign policy.

When Lyndon Johnson succeeded President Kennedy, the watch teams began to receive late-hour calls of a different sort: the president himself would call in occasionally and request an update on some particular crisis that interested him. □

* * *

BY MARIE CONNOLLY

IN APRIL 1961 my family and I prepared to move from Alexandria to our new home in Springfield, Va. When the movers arrived, a call came from the Department that threw all our plans into disarray. My leave had been canceled, I was told, and I was to report immediately to the Executive Secretariat to start a new assignment. Though I regretted having answered the phone, I drove to the Department to meet Richard Davies (later our ambassador to the Soviet Union) on the seventh floor. He informed me that the President had decided because of the Bay of Pigs incident that State was to have a 24-hour command center. We were to start immediately to organize it.

The first team was quickly assembled. Theodore C. Achilles, former counselor of the Department and former ambassador to Peru, was our director. Stephen Smith, the President's brother-in-law, was acting deputy director. The Pentagon assigned Cols. William Stewart and Felix (Mike) Rogers of the Air Force to the center. Robert Lincoln was sent by USIA, and the CIA chose a representative. John Stutesman was the executive officer.

By May 9 the Op Center was prepared for its first round-the-clock operation. Galen Stone, later our ambassador to Austria, had won the honor of being the first overnight watch officer. As we left him for the evening, we provided him with a GI-issue bunk bed, a water pitcher and a clipboard with the day's most important cable traffic and his instructions. His was a lonely vigil here in a deserted building that had been very much unaccustomed to 24-hour operations.

By early June, our watch officers had plenty of company in the wee hours. Foy Kohler headed a Berlin task force whose 15 subcommittees produced documents overnight for the Secretary, the President and interagency committees. Caribbean, Congo, Iran and Vietnam task forces were also operating around the clock.

There have been many such task forces over the past 25 years. Some have lasted only a few days; members of others have stayed on longer than many of the assigned staff of the Op Center. Outstanding in my memory, though, was the task force assembled for the funeral of the President who had ordered its creation—President Kennedy. Over 100 countries decided to send representatives to his funeral. The Office of Protocol was swamped with calls from ambassadors or heads of state to be appropriately met at the airport, to be properly included in the ceremonies, and to be introduced to President Johnson. It was a protocol task far beyond anything the Department had ever handled. We mobilized every staff member in the Op Center, our alumni, and even some family members, to augment the protocol office team.

So many emperors, kings, presidents and prime ministers attended the funeral that we couldn't possibly organize a motorcade for each of them. But we learned from the apostolic delegate that, when Queen Victoria buried Prince Albert, the kings and queens walked. And so it was that Emperor Haile Selassie, Charles de Gaulle and others walked behind the caisson from St. Matthew's Cathedral to Arlington Cemetery.

Everyone pitched in to make sure that the Department's role couldn't be faulted. There was a spirit of camaraderie during these three days that I've always felt represented the very best qualities of the Op Center staffers and the Department to which they belonged. That spirit lives today in the Op Center. ■

Body of data is being developed on schools

All U.S. diplomatic missions have been requested to send up-to-date information on educational opportunities at post for school-age children. They are to submit it to the Department's Office of Overseas Schools by June 1. The completed forms, covering a wide range of data, are expected to be available this summer to Foreign Service employees who are making their bids for overseas transfers and assignments.

The form was developed by the special Study Group on School-Age Dependents' Education Overseas, which was established last fall by Under Secretary Ronald I. Spiers. Ernest N. Mannino, director of the schools office, relayed the group's findings and recommendations to Mr. Spiers, who directed that all of its 35 "plans of action" be carried out, including:

—Summary information on schools.—The group prepared a detailed form, tested at several schools abroad and distributed later to all U.S. embassies and consulates. The form, to be sent to posts in March every year, is to be completed by a representative of the post administrative section, usually the community liaison officer, during an interview with the chief administrator of each school normally attended by U.S. Government children.

—Learning disability programs.—The study group recommended that the Office of Overseas Schools expand its efforts to initiate and enhance programs for the learning disabled in schools throughout the world. In addition to providing funds to pay for learning-disability teachers, develop materials and hire consultants, the office would explore the feasibility of establishing area learning disability specialists to serve clusters of schools. The study group noted that many U.S. employees overseas have children with learning difficulties and are reluctant to send them away from post if proper programs are not available.

—Programs for gifted and talented students.—The study group recommended that the schools office encourage the establishment of gifted and talented, or equivalent-type, programs in the schools which it assists. The group recommended that the office provide advice and assistance on program matters, and "seed money" to initiate the development of this type of program, as well as encourage studies related to the teaching of gifted and talented children.

—English-language instruction.—The study group recommended that the overseas schools office promote special English programs for native speakers of English through regional and local workshops and through direct grant assistance to individual schools to pay salaries of teachers in these programs; locate and disseminate information to schools worldwide on writing programs, such as the Bay Area Writing Program and the East Asia Writing Project, that are recognized as effective; and encourage overseas schools regional associations to focus on the improvement of writing skills in their schools.

Areas of interest identified

The study group met 10 times between October 1985 and last January. At the first meeting the participants identified 10 areas of interest related to the education of U.S. Government dependents attending elementary and secondary schools abroad:

Information available to parents, with school-age children, preparing to bid on overseas tours: Overseas post to overseas post and Washington to overseas post; exceptional children programs in overseas schools: learning disability program and gifted and academically talented program; security measures in overseas schools; continued adherence to the present policy that allows parents to receive an educational allowance for their children to attend international schools even though there is a Department of Defense school at post of assignment, yet assures them that students will be admitted on a priority basis should the parents wish to enroll their dependents in the Department of Defense school; quality of instruction in classes in which there are large numbers of non-native speakers of English; communications to U.S. Government employees on overseas schools through agency periodicals; assessment of quality of education in overseas schools; legislative proposals pertaining to educational allowances; discussion of criteria used to determine adequacy of overseas schools; and parental involvement in overseas school.

Experts given briefings

To aid the group in discussing these issues, five resource people presented briefings. They were William G. Durden, director, Center for the Advancement of Academically Talented Youth at Johns Hopkins University; Richard Haines, director of admissions, Lafayette College; Sanford Jameson, director, Office of International Education of the College Board; Gretchen Rigol, executive director, Access Services, the College Board; and Phyllis Habib, support services officer, State Department Family Liaison Office.

The Office of Overseas Schools obtained the services of Mr. Durden, to help orient the study group on gifted and talented programs. He also will travel to several American-sponsored overseas schools to get an understanding of their capabilities and needs; speak to regional conferences of American-sponsored overseas schools administrators on gifted and talented programs; and advise the Office of Overseas Schools on how it may assist schools abroad in implementing programs for gifted and talented students.

In addition to chairman Mannino, the study group included Jerry Tolson, director, Allowances Staff; Sue Parsons, director, Family Liaison Office; Anne Weiss, mental health programs unit, Office of Medical Services; and W. Beth Stephens, director, Department of Defense Dependents Schools.

Assisting the study group were Julie Wilhelm, educational allowances officer, Allowances Staff; Lynn Gutensohn, deputy director, and Judy Livingston, education counselor, Fam-

ily Liaison Office; Nick Fice, assistant to the director for special projects, Department of Defense Dependents Schools; and Vincent McGugan, Carlton L. Bentz, Keith D. Miller and Judy Knott of the Office of Overseas Schools. □

State slashes day care funds—'with regret'

The Foreign Service Institute has announced "with regret" the need to curtail sharply the funds available for the dependent day care program for non-employee spouses attending training courses at the institute. Child care grants have been reduced by 50% for non-employee spouses in full-time language training, and grants for child care while they are attending other kinds of training are to be discontinued.

The institute will continue to accept applications for child care grants and pay the full amounts currently authorized through April 11, 1986, for non-employee spouses, regardless of the type of training they are taking. After that, new grants at the new rates are to be approved only for non-employee spouses in language training.

A Department Notice of March 14 said: "It was not possible to preserve this grant program intact in the face of large budget cuts affecting our training programs. (The institute) believes it is preferable to support the spouses in language training at 50% of the current level and eliminate support in other, shorter training programs, rather than provide support for all training programs at much reduced levels. Further, non-employee participation in some of the non-language courses can lead to paid employment as compensation for their investment." □

Overseas Briefing Center announces courses

The Overseas Briefing Center is offering the following free courses for employees and family members at State Annex 3 in Rosslyn:

Parenting in the Foreign Service. Frequent relocation, security concerns and other factors that affect Foreign Service children. May 21, 9 a.m.–3 p.m.

Education seminar. Educating Foreign Service children. April 9, 9 a.m.–3 p.m.

American studies, cross-cultural adaptation and the logistics of Foreign Service life. Sessions on American politics, economics, history and art are included, along with other topics related to representing the United States abroad. April 21–May 2, October 20–31, June 2–13, 9:15 a.m.–3 p.m.

Community skills. Community mental health, stress management, paraprofessional counseling, drug and alcohol abuse and techniques for running workshops. April 14–18, November 3–7, 9 a.m.–3 p.m.

Career planning. For spouses who have employment difficulties because of frequent moves: identifying skills, writing resumes and interviewing. June 24–27, September 9–12, 9:15 a.m.–2 p.m.

Understanding regulations, allowances and finances in the Foreign Service context. Participants will meet with experts on allowances, services and benefits, estate planning, investments and other topics. May 28–30, November 12–14, September 17–19, 9 a.m.–4 p.m.

Going overseas. Preparing for an overseas assignment: developing realistic expectations, setting personal priorities, coping with interrupted activities and relationships and sharpening communications skills. Saturdays, for families: April 12, May 17, June 21, October 11, 9 a.m.–1 p.m. For teens: Saturday, April 26, 8:45 a.m.–1:15 p.m. Wednesdays. For singles and couples: May 7, September 24, 6:30–9:30 p.m.

Re-entry. Techniques for adjusting to Washington after an overseas assignment. Mondays, for spouses: June 23, September 8, 9:15 a.m.–1 p.m. Saturdays, for teens: September 20 and November 15, 8:45 a.m.–1:15 p.m. Saturdays, for families: August 23, October 4, November 8, 9 a.m.–1 p.m. Wednesdays, for singles and couples: August 20, October 1, November 12, 6:30–9:30 p.m.

English-teaching. Methods and materials for teaching English as a second language; no prerequisites. May 5–9, September 22–26, 9:15 a.m.–1 p.m. □

Lisbon spouse workshop

The Community Liaison Office in Lisbon held a career planning seminar for American spouses on March 3, during Women's History Week. The course included presentations on assessing skills, documenting volunteer work experience, job-hunting techniques, interviewing, and writing resumes. ■

International telegraph panel to meet May 2

Study Group C of the U.S. Organization for the International Telegraph and Telephone Consultative Committee will meet May 2 at 9:30 a.m. in Room 1406. Members of the public may attend the meeting and join in the discussion, subject to the instructions of the chairman. □

Solution to Diplo-Crostic No. 36

(See April issue)

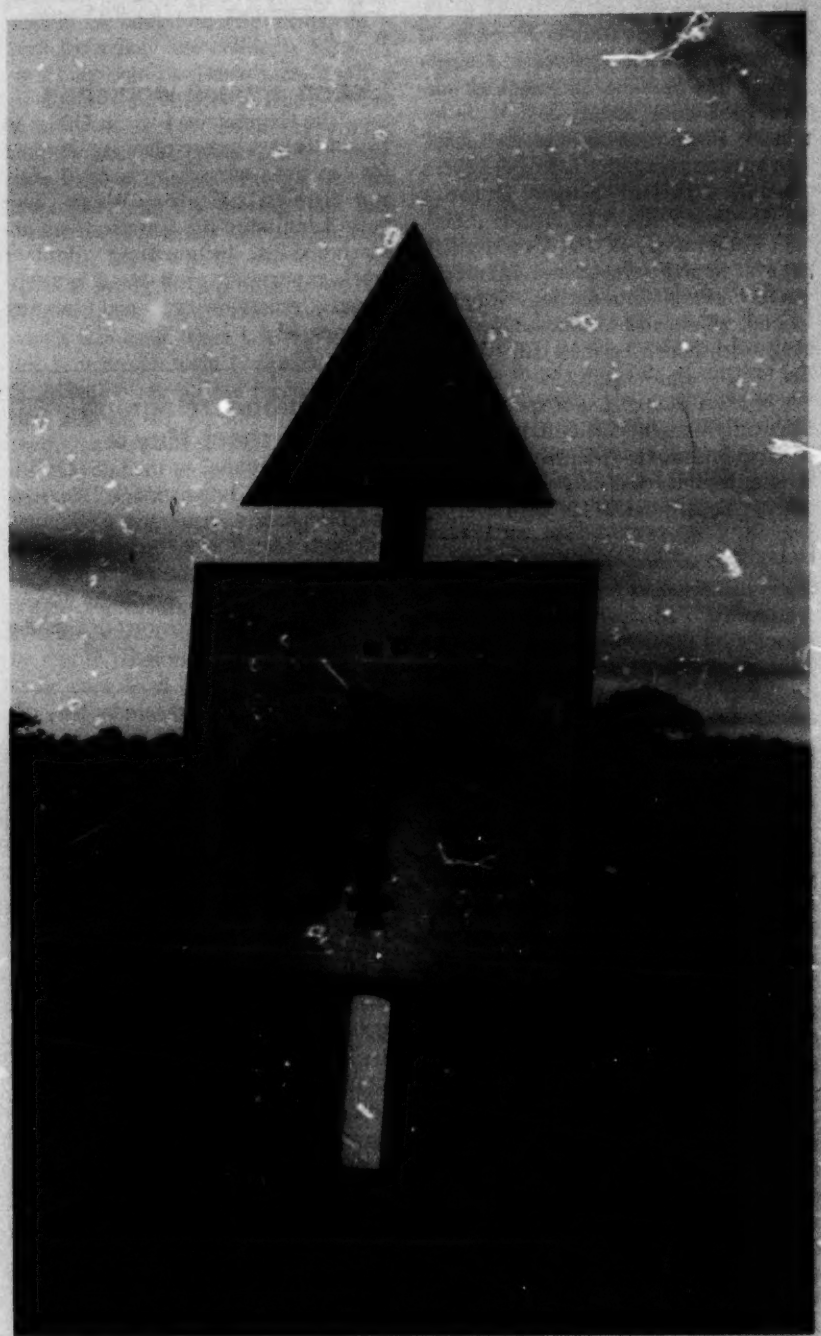
Alex Shoumatoff. *The Mountain of Names*

"The sociologist Vilfredo Pareto maintained that history is a graveyard of aristocracies, a constant circulation of elites. Voltaire in a similar vein observed that the pageant of history is nothing but the sound of slippered feet going down the stairs as hobnailed boots are ascending them."

A.	Sandra O'Connor	O.	Oddities
B.	Howard Cosell	P.	Ueberroth
C.	Osiris	Q.	Nissan
D.	Utopia	R.	Tip O'Neill
E.	Merv Griffin	S.	Attentive
F.	Appetite	T.	Iacocca
G.	Tabasco	U.	Nestegg
H.	Orrin Hatch	V.	Obviate
I.	Foothold	W.	Fantasia
J.	Fraise des bois	X.	Not So Tight
K.	Tattoo Art	Y.	Ann Landers
L.	Hugh Hefner	Z.	Missive
M.	Eighty	a.	Eyesight
N.	Motivated	b.	Sally Ride □

Life in the Foreign Service

THE HAZARDS of diplomatic life are nowhere better documented nor more openly discussed than in the nation of Zimbabwe, in southern Africa. These photographs of road signs by Prescott Wurlitzer, economic officer at the U.S. embassy, tell the whole grim story. ■



Ask Dr. Dustin

Q. WESTERN EUROPE

When we had our pre-employment physical examinations, my son was found to have a shortage of an enzyme that's important in the function of red blood cells—a G-6-PD deficiency. At the time we were told he can't take aspirin. What other limitations are there?

A.

When a person's levels of this enzyme are low, certain drugs and infections can trigger a sudden breakdown of red blood cells in the bloodstream. If enough red cells are destroyed, the person with a G-6-PD deficiency may become anemic. The degree of deficiency of the enzyme differs widely; some people have no significant problems while in others it may be quite serious. But the deficiency is more common than many people realize. About 10–14% of American blacks have it, and it's also very common among people from the Mediterranean countries, Sephardic Jews, Chinese and southeast Asians. Although more common in blacks, the disease tends to be more severe in whites and Asians. G-6-PD deficiency is in fact one of the more common inherited genetic abnormalities. Because it's an X-linked disorder (meaning it's passed from mother to son), most affected people are males, though it can affect females to a lesser degree. There is no treatment for this condition; avoidance of a handful of common drugs should prevent any serious episodes of hemolysis. You should instruct your son to refrain from using the following drugs, except under the guidance of your physician: (1) Primaquine (used in the treatment and prophylaxis of malaria). (2) Sulfa drugs, including Fansidar (a sulfa-containing drug also used in the prevention and treatment of malaria). (3) Naladixic Acid and nitrofurantoin (used in treating urinary tract infections). (4) Pyridium (used in treating bladder infections). (5) Probenecid (Benemid ... used in gout treatment and sometimes to potentiate antibotic treatment of infections). Perhaps most importantly: (6) Aspirin and phenacetin (found in some aspirin combinations).

Q. FAR EAST

I was recently delivered of a healthy baby and am exploring different methods of birth control. I do not want to use birth control pills but have been reading a lot of adverse comments on the IUD. What is your opinion on this?

A.

Very recently, I sent out a memo to all our overseas Foreign Service physicians and nurses concerning the IUD (intrauterine device). I said that problems with IUDs have increased over the past several years. These devices essentially are a foreign body placed in the uterus which sets up a local reaction or inflammation which causes the destruction of sperm in their passage through the uterus. Also set up is a milieu unfavorable for the implantation of fertilized ova that do reach the uterus. Recognized problems with the IUDs have included (1) rejection of the IUD by expulsion, or unacceptable bleeding and increased pain as the body attempts to get rid of the foreign body; (2) perforation of the IUD through the uterus with potential hemorrhage or bowel complications; (3) loss of effectiveness of the IUD with a resultant unwanted pregnancy; and (4) various infections developing around the IUD. Research confirms that there is definite increase of low-grade infections with IUD use and possible increase of infertility as a result of these infections. Most IUDs are no longer available in the United States but are still available overseas, especially in the Third World. I do not advise the continued use of IUDs, in view of the current medical evidence. I would suggest you continue to look towards other methods of birth control.

Q. SOUTHEAST ASIA

One reads so much about extra calcium for those of us who are entering our "autumn years." I like to get what I can naturally; can you give me some sources of calcium in food?

A.

Calcium is needed not only in the "autumn" years, but also in the spring, summer and winter years, too! Children need a good calcium source for strong teeth and bones. Adults of all ages certainly need it, and it is very true that extra calcium is needed in the older groups and especially by women. You should be able to get a good intake of this important mineral through dietary means. You'll find it in milk (skim milk products have the same amounts of calcium as whole milk products), yogurt, cottage cheese, American cheese and provolone, eggs and ice cream. Vegetables like raw cabbage, turnip greens, collard greens and cooked carrots are a good source. Salmon and shrimp are also good sources. Don't forget that our skeletal structures are also benefitted by exercise. Just sitting around chewing up calcium tablets won't do it! Also, be warned that once the structural effects of calcium deficiency have occurred, such as bone shortening (which may be manifested by loss of height due to compression of vertebrae), the "dowager's hump" and fractures of the long bones due to loss of structural integrity,

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This column by Eben H. Dustin, M.D., chief of the Department's Office of Medical Services, appears monthly in STATE. Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the editor, or to Dr. Dustin directly. In either case, your privacy will be respected; your post will not be identified. □

no amount of calcium taken in will correct these defects.

Q. WASHINGTON

I have been nearsighted all my life. I recently returned from an overseas assignment and I find that I cannot read the very small print on the cables received in my office. I really feel that my eyesight is being harmed by this small print. Do you think this is causing permanent damage to my eyes?

A.

After the age of 35, there is a gradual change in the accommodation of the eyes. This can cause a great deal of problems in trying to read the small print of cables, telephone books or other documents. I checked with one of our consulting ophthalmologists, and he agrees that you should have a thorough eye examination by an ophthalmologist to rule out any serious eye disease. The ophthalmologist can also prescribe glasses for you or strengthen your present prescription to overcome these difficulties you're having.

Q. ASIA

I am pregnant with our first baby, and we are asking your opinion concerning baby cribs. I feel we should order one from the States rather than get one locally, as we want the safest available. What should we look for to make sure our baby is well-protected?

A.

I agree strongly that one of the most important things you can do as parents, in the first years of your child's life, is to be vigilant and ensure a safe environment. Your decision to purchase an American-manufactured crib with safety features is an excellent one. In 1978 the Consumer Product Safety Commission banned the use of lead-containing paints for use on toys as well as children's articles such as cribs and other furniture. Such a restriction is not necessarily observed by crib manufacturers in some countries overseas. If you inherit a crib from relatives or friends and wish to paint it, be sure you use nonlead paint. Don't buy a repainted crib. The leading cause of lead poisoning in your children is from ingestion of lead-based paint. The American Academy of Pediatrics has some additional safety tips which are worth commenting on, in addition to the obvious ones of *never* leaving your baby unattended on the changing table, and *never* leaving the safety rails down. Here they are: (1) Cribs should not have slats more than 2-3/8 inches apart, since infants may stick their heads and necks through wider slats and strangle. (2) The crib mattress should be the same size as the crib, to avoid the space around the mattress in which a child might catch an arm or a leg. (3) Young siblings may accidentally or purposefully tip over infant seats or lower safety rails; infants should *never* be left alone with young brothers and sisters. (4) Straps or changing tables will not always hold an active, squirming infant. (5) Don't leave large toys or stuffed animals in a crib. A youngster might use them as stepping stones to climb out. Please heed previous STATE magazine articles concerning the use of infant car seats. Statistics confirm the value of such seats in preventing deaths when auto accidents occur. And, finally, be sure your ayah or nanny, if you choose to have one help you, is well-versed in these simple safety tips. □

Dr. Dustin's health hints

With the advent of spring and summer, traditionally outdoor seasons, it might be a wise idea to bring to your attention some health hints concerning using and burning charcoal in homes, vehicles and tents. In the overseas setting, charcoal is also used for picnicking and other camping forays. The paragraphs that follow are from the MECAP News:

The U.S. Consumer Product Safety Commission, in cooperation with the Barbecue Industry Association, warns consumers about the dangers of misusing charcoal briquets. During the past seven years, the U.S. Consumer Product Safety Commission has learned of 83 deaths from carbon monoxide poisoning occurring as a result of people burning charcoal briquets in an enclosed area.

Some of the victims were campers who burned the charcoal to keep warm inside a tent or camper. Others were hunters who burned the charcoal inside their trucks, cars or vans. In January last year, a family attending the Rose Parade in Pasadena, California, died when they brought an outdoor grill with a charcoal fire into their van apparently to keep themselves warm. In several home-related incidents, victims died from carbon monoxide poisoning after they burned charcoal in a bedroom or living room for heat or cooking.

Current Commission regulations require two highly visible warning labels at the top of every bag of briquets. The warning labels identify the hazards of carbon monoxide poisoning.

Carbon monoxide (CO) is a tasteless, odorless, invisible gas. Some symptoms of acute CO poisoning are headache, confusion, dizziness, nausea and, at high enough concentrations, loss of consciousness. Consumers may not realize that burning charcoal produces large amounts of carbon monoxide and that it takes only a small amount of CO in the air to produce symptoms of CO poisoning and even death. Opening a window or using a fan will *not* assure that CO gas will be reduced to safe levels.

Burning the charcoal in a fireplace can also be hazardous because it is questionable whether a charcoal fire will create a chimney draft sufficient to assure that CO will be exhausted to the outside. Because CO is not visible, and is odorless, consumers may not be aware that carbon monoxide is accumulating.

The Commission and the Barbecue Industry Association urge that consum-

ers *not* use charcoal to cook or provide heat inside a tent, camper, van, car, truck, home, mobile home, or any other enclosed space. □

Alcohol Awareness Program

Exercise and alcohol: They don't mix

The following is reprinted here, with permission, from the pamphlet "A Health and Fitness Guide to Alcohol," published by the Alcoholism Council of Greater New York.

If you think your morning run hurts on a good day—imagine pounding the pavement with a pounding head and a churning stomach.

Impossible! When you've had too much—even a little too much—and feel "hung over" the next day, your body has to fight to get back into shape.

Alcohol is a diuretic; it increases urination. As a result you lose important body fluids and become dehydrated. It's this dehydration, studies show, which contributes to your pounding headache.

Think of it this way. Your brain is a buoy in a net of tissue and vessels that attach to your skull. This buoy is awash in a sea of protective fluid. When you become dehydrated, the fluid ebbs and the buoy settles. As the buoy settles, the net surrounding it is pulled. This pulling is what causes your excruciating headache.

Dehydration and low blood sugar (hypoglycemia) can even result in fainting.

What's more, your perception is off: even a drink or two affects the part of your brain that coordinates movement.

Hardly the way to begin a 10K race!

Long term, alcohol can begin to affect virtually every body part you need to stay fit:

Muscles: Prolonged or excessive use of alcohol weakens muscle fiber. Its effect on leg muscle can be particularly pronounced. Muscles may become tender and cramped.

Joints: One of the by-products of alcohol metabolism is a waste product called uric acid. When you overload your system with alcohol—particularly over a long period of time—your body level of uric acid increases, which may lead to irritating crystals in your joints. They become inflamed in a painful condition called gout. Henry the VIII suffered from gout, but he didn't care if he couldn't compete in a road race. You *do*.

Bones: Have you ever noticed how people appear to shrink with age? Stooped backs, loss of height, and brittle bones are the hallmarks of osteoporosis, a condition characterized by calcium loss.

Calcium production diminishes naturally with age, but women—even women in their 20s—are especially likely to lack proper calcium.

Alcohol used continually in excess can aggravate osteoporosis. Even calcium supplements may not help because alcohol interferes with your body's ability to absorb key nutrients.

Because osteoporosis weakens your bones, even a mild fall can result in a fracture—particularly among older athletes.

Heart: Moderate drinking (defined by the federal government as up to two drinks a day) has been statistically linked with a lower frequency of heart attacks and some forms of heart disease—but the link is not yet fully understood.

Drinking may also precipitate disturbances in your heart's natural rhythm—causing your heart to skip beats, for example.

What's more, because alcohol slows down the central nervous system, it can actually subdue heart muscle activity—the opposite effect of regular aerobic exercise, as well as a real danger for those with heart problems.

Copies of the pamphlet are available from the Alcoholism Council of Greater New York, 133 E. 62nd Street, New York, N.Y. 10021. In the meantime, if you think you have a problem with alcohol, get in touch with the Alcohol Awareness Program, Department of State, 647-1843 or 647-8804. Regulations require that all contacts with the program be handled on the basis of medical confidentiality. ■

DAKAR, Senegal—Ambassador *Lannon Walker*, left, presents Superior Honor Award to *Kenneth B. Babcock*, regional medical officer. Others shown are *Peggy Babcock* and *Nicholas M. Murphy*, deputy chief of mission.

Honors and Awards

Georgetown honors Arthur Hartman, envoy to USSR

Ambassador to the Soviet Union Arthur A. Hartman was presented the annual Jit Trainor Award by Georgetown's Institute for the Study of Diplomacy, for "distinction in the conduct of diplomacy," at an evening ceremony on March 18. His wife, Donna Van Dyke Ford Hartman, received the institute's special award for her role as a Foreign Service wife in community affairs, and for arranging with leading museums and collectors for a collection of American art to be hung in the U.S. embassy in Paris.

Mr. Hartman

Now the senior career ambassador in the Foreign Service, Mr. Hartman began his career in 1948 as an economic officer with the Economic Cooperation Administration (Marshall Plan). In recent years he has held assignments as assistant secretary for European affairs, 1974–77; ambassador to France, 1977–81; and ambassador to the Soviet Union, since 1982.

He won the Presidential Management Improvement Award, 1970, and the Department's Distinguished Honor Award, 1972.

The Trainor award honors the memory of J. Raymond (Jit) Trainor, a 1927 graduate of Georgetown's School of Foreign Service, who later served as the school's secretary and acting dean. ■

SAO PAULO, Brazil—*Fred Kaplan*, left, receives Meritorious Honor Award for his work on the Josef Mengele investigation. He served as liaison between U.S. experts, who identified the skeleton of the Nazi war criminal, and the Brazilian authorities. With him are political section chief *Donna Hrinak* and consul general *Stephen F. Dachi*.

NOUAKCHOTT, Mauritania—At his retirement ceremony, Foreign Service national employee *Cheibani Diop* receives a certificate of appreciation and a baby goat. Others, from left: *Demba ould Chein, Gueye M'Baye,* Ambassador *Robert L. Pugh*.

Free computer equipment for use at U.S. agencies

The U.S. General Services Administration has announced that computer equipment that is no longer needed by one agency is made available for reuse in other federal activities, including qualified grantees and contractors.

A listing of available equipment is published biweekly and distributed without charge to all interested parties. Each edition contains over 1,000 components or complete systems that have not been previously advertised. The equipment is free, but the requesting agency is responsible for shipping costs and a minimal administrative fee to fund the program.

For information, contact the Federal Equipment Data Center on (202)/FTS 566-1284. □

Fine Arts Committee records 'best year' for contributions

J. N. Pew Jr. Charitable Trust gift of $1.2 million helps erase debt

CASH GIFTS IN 1985 totaling a record $4,197,811, and gifts and loans of museum-quality 18th and early 19th-century furniture, oil paintings, oriental rugs, silver and other decorative arts to help furnish the Department's Diplomatic Reception Rooms, were announced at an evening reception hosted by Secretary and Mrs. Shultz on March 14.

"Last year was the best in the Americana Project's 24-year history," curator Clement E. Conger, chairman of the Department's Fine Arts Committee, told the 500 donors who had come from all sections of the United States. The year's highlights had included the reopening of the Benjamin Franklin State Dining Room on the eighth floor and the remodeling of the 10-room Secretary's suite on the seventh floor. All the architectural improvements were made with contributed funds, he said.

The curator continued: "We went $1.5 million in debt for the first time, but we were saved by the largest gift to date—$1.2 million from the J.N. Pew Jr. Charitable Trust in March 1985, for the Franklin room. This landmark contribution, plus some smaller ones, got us out of debt. Particularly helpful was the generous gift of $438,463 from Mr. and Mrs. Kenneth S. Battye of Baltimore. Mr. Battye promises more in 1986."

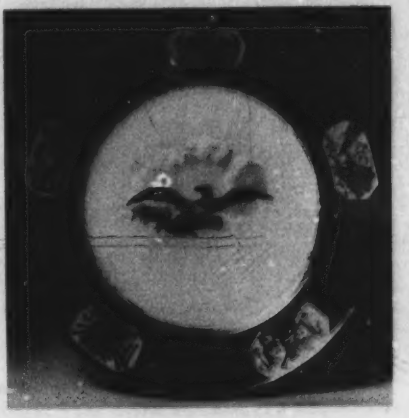
Secretary Shultz, thanking the donors for their contributions over the years, said he "never ceases to get a thrill out of these rooms" when he is host to chiefs of state, prime ministers and other foreign visitors, during their meetings in Washington.

$25,000 or more

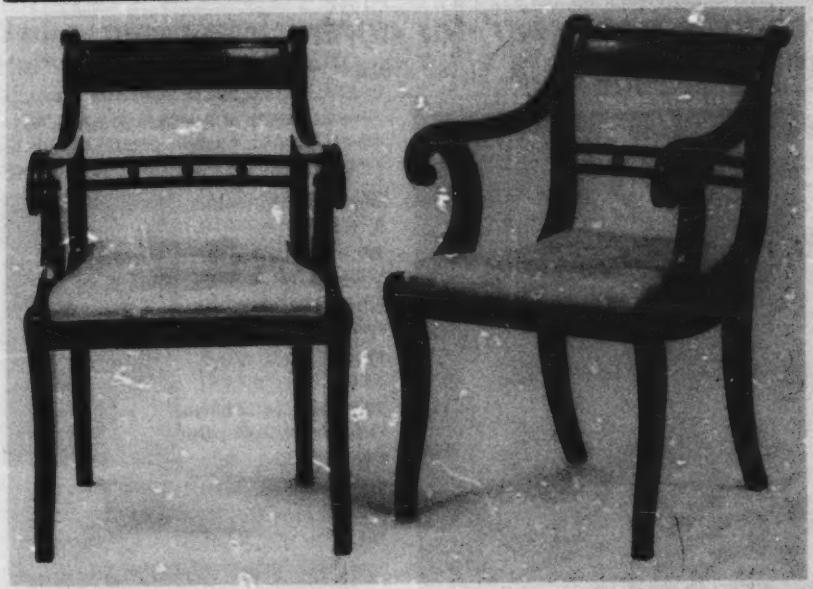
In addition to the gifts from the Pew trust and from Mr. and Mrs. Battye, the Fine Arts Committee received many donations of $25,000 or more. They included sums from Mrs. J. Bruce Bredin, Wilmington, $52,894; Mrs. Willard Everett Brown, Los Angeles, $103,849; the Champion International Corp., Stamford, Conn., $25,000; Mr. and Mrs. Shelby Cullom Davis, New York, $50,000; Mrs. J. Clifford Folger, $25,000; Gerald Alan Freed, Washington, $103,000; the General Motors Corp., Detroit, $25,000; Don and Sybil Harrington Foundation, Amarillo, Tex., $100,000; Honeywell, Inc., Minneapolis, $25,000; Mrs. Janet Annenberg Hooker, Palm Beach, Fla., $50,000; the John Jay Hopkins Foundation (Mr. and Mrs. Clement E. Conger), Alexandria, Va., $34,000; the George Frederick Jewett Foundation, San Francisco, $25,000; Mr. and Mrs. Ronald S. Lauder, New York, $25,000; McKinsey & Co., Washington, $25,000; Martiz, Inc., Fenton,

Porcelain figure of Benjamin Franklin, by Ralph Wood II, English, circa 1790. ***(Diplomatic Reception Rooms photo by Will Brown)***

Rare near-pair of Sheraton work tables. Philadelphia, 1810. ***(Diplomatic Reception Rooms photo)***



Porcelain plate from the dessert service ordered by President Monroe for the White House, 1817. ***(Diplomatic Reception Rooms photo by Will Brown)***

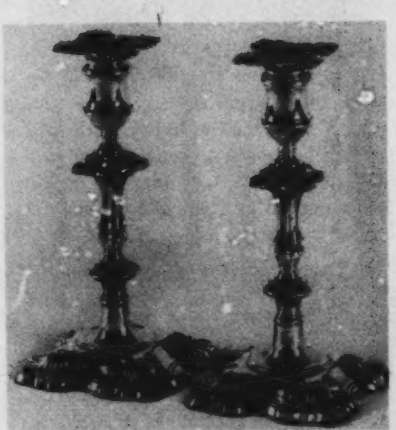


Mahogany and mahogany-veneered Sheraton arm chairs. Philadelphia, circa 1810–25. ***(Diplomatic Reception Rooms photo by Breger & Assoc.)***

Former chief of protocol Wiley T. Buchanan Jr. and Mrs. Buchanan contributed $7,086. The Ethyl Corp., Richmond, donated $20,000; Mr. & Mrs. J. T. Dorrance Jr., Camden, N.J., $20,000. Mr. and Mrs. Hermen Greenberg, Washington, gave $17,500. And Mrs. Golsan Schneider, Somerset, Va., gave $19,413.

Gifts from panel members

Members of the Fine Arts Committee and friends contributed $42,950 to a separate project—an oil portrait of Mr. Conger and an additional gift of American furniture for the reception rooms. Last summer several members recommended that a portrait of Mr. Conger, curator and chairman since the



Pair of Sheffield candlesticks. English, circa 1765. ***(Diplomatic Reception Rooms photo by Breger & Assoc.)***

Miss., $25,000; Mobil, New York, $100,000; Mrs. Richard C. Rockwell, Loudonville, N.Y., $[illegible],000; Seagram Distillers, New York, $25,000; the John C. Whitehead Fund, Washington (Mr. Whitehead is deputy secretary of state), $100,000; and the Wine Institute, San Francisco, $25,000.

There were many cash gifts under $25,000. Secretary and Mrs. Shultz gave $10,000. Prince Bandar Bin Sultan, Washington, donated $5,000.

Rare New York Chippendale mahogany tea table, circa 1760–70. ***(Diplomatic Reception Rooms photo)***

establishment of the Americana Project in 1961, be painted "long before his retirement." He selected artist Herbert E. Abrams, of Warren, Conn., whose work includes the official portrait of President Carter in the White House. Commissioned by the committee, Mr. Abrams finished the curator's portrait. It was shown for the first time at the reception. It will be kept in storage until Mr. Conger retires, and later placed in one of the rooms.

The committee obtained $436,545 from Sotheby's and $23,799 from Christie's, New York auction houses, from the sale of furniture and decorative arts which had been given to the Department. The articles were sold with the former owners' permission so that the Department could acquire furnishings of the 1740–1825 period.

In addition, the committee received $5,250 in contributions in lieu of honoraria for lectures by Mr. Conger; $6,672 from the Oaks Club Board and International Design and Auction Gallery, Osprey, Fla., from an auction to benefit the Americana Project; $3,929 in royalties from Mottahedah, New York, and $1,200 in royalties from Thomasson-Grant, Inc., Charlottesville, Va.

Paintings

Among the important gifts in 1985 was the oil painting, "Twilight, Lake Tahoe," by Albert Bierstadt, donated by Senator William Hernstadt and Ms. Judith Hernstadt, Las Vegas. The oil, 14" by 20", was given by the artist to a friend in 1873 or early 1874. It is on view in the Benjamin Franklin State Dining Room.

Other gifts include:

—A three-quarter portrait of an unidentified man, possibly James Madison, which was donated by Mrs. Tyrus D. Barre, Washington. The portrait will be placed in the Secretary's reception hall.

—An oil, "Apple Tree in Blossom," by John Henry Twachtman, the gift of Thornton and Margo Boileau, Birmingham, Mich., in the Dolley Madison Powder Room.

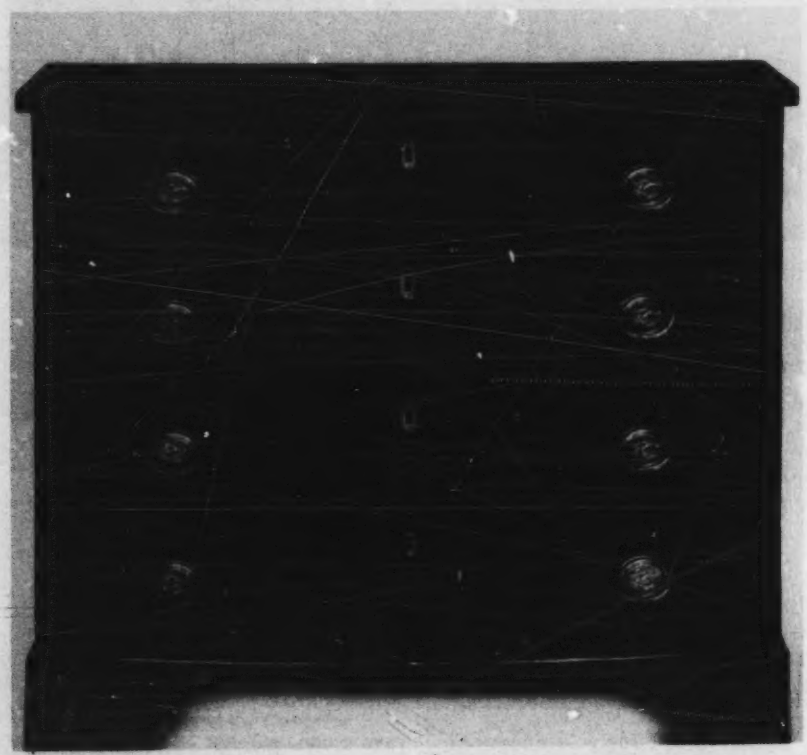
—"Mother's Instinct," by W. R. Leigh, and the painting, "Suspension Bridge," with Niagara Falls in the background, by an unknown artist, the gifts of John A. Hill, Nashville, Tenn.

—An 1853 colored engraving of the Virginia Military Institute, on loan from the George C. Marshall Foundation and Virginia Military Institute, for the George C. Marshall Reception Room. General Marshall was a graduate of the institute.

—An engraving with aquatint, "View of St. James's Gate, from Cleveland Row," engraved by Edward Rooker after Paul Sandby in 1766. The work was given by the United Kingdom to mark the 200th anniversary of the presentation of John Adams, the first U.S. minister to London, to King George III on June 1, 1785, at St. James' Palace.

Allan Greenberg of New Haven, Conn., who was the architect who supervised the remodeling of the Secretary's suite in 1984, gave the Depart-

Chinese export porcelain blue and white tobacco jar. Circa 1800. ***(Diplomatic Reception Rooms photo by Breger & Assoc.)***



Hepplewhite mahogany chest of drawers. Concord, 1800. ***(Diplomatic Reception Rooms photo)***

ment his original pencil drawing of the Great Seal Order. It shows a Corinthian column and capital which incorporates the Great Seal of the United States in the newly-redesigned office of Secretary Shultz. The drawing, now in the Secretary's elevator lobby, is inscribed: "For George Shultz, statesman and patron of architecture, with respect, admiration and appreciation, Allan Greenberg, 2.85."

mahogany side chairs, made either in Baltimore or Philadelphia, circa 1810–25, and a pair of mahogany and mahogany-veneered Sheraton klismos-type armchairs, matching the other set, Philadelphia, circa 1810–25. The chairs are in the Henry Clay Dining Room. John and William L. Gleiber, Washington, D.C., and University City, Mo., in memory of their parents, John George and Peggy Anne Sward Gleiber. The tables are in the John Jay Reception Room.

An American Hepplewhite mahogany sideboard, circa 1790, came from the estate of Olive B. Floyd, Lincoln, Mass. Mrs. David Gaillard, Washington, donated an 18th-century English Regency mahogany drum table, and George G. Meade Easby, Philadelphia, loaned a Philadelphia Chippendale mahogany card table.

Mrs. Eleanor Lansing Dulles, Washington, gave an English looking glass in honor of the late Secretary John Foster Dulles and Mrs. Dulles.

Antique Heriz Serapi rug. ***(Diplomatic Reception Rooms photo)***

Mr. and Mrs. Kenneth S. Battye **of Baltimore, who gave $438,463.** ***(Photo by Robert E. Kaiser)***

Furniture

Major gifts of furniture for the reception rooms include a Massachusetts walnut Queen Anne highboy, circa 1740–60, the gift of Mr. and Mrs. Richard L. LePere, Washington; a rare New York Chippendale carved mahogany card table, circa 1760, from Mr. and Mrs. William L. Oliver Jr. and family, Wichita, Kans.; a New York Chippendale mahogany carved tea table, circa 1760–70, from Mrs. Richard C. Rockwell, Loundonville, New York; and a Hepplewhite mahogany chest of drawers, made by John Phelps, Concord, 1800, the gift of the Tesoro Petroleum Corp., Dr. Robert V. West Jr., chairman, San Antonio.

Pair of carved wood wall brackets. Philadelphia, circa 1760–70. ***(Diplomatic Reception Rooms photo)***

Honeywell, Inc., Minneapolis, gave a set of 10 American Sheraton gave a rare pair of Sheraton work tables, made in Philadelphia, circa 1810,

Lighthouse clock

Other gifts included a rare Federal mahogany-veneered and ormolu lighthouse clock by Simon Willard, circa 1825, the gift of Mrs. Clifford A. Bellows, Walpole, N.H., now in the Thomas Jefferson State Reception Room; a Massachusetts tall case clock, also by Willard, circa 1800, the gift of John T. Bent, Rochester, N.Y., which will be placed in the Treaty Room; a French Empire mantel clock, 1830–50, which will be placed in the James Monroe Reception Room, from Mrs. E. Delong Bowman, The Plains, Va.; a pair of Sheffield candlesticks, circa 1765, the gift of Mr. and Mrs. William Cafritz, Bethesda, Md., for the John Quincy Adams State Drawing Room; and an American brass and wire folding fireplace screen fender, circa 1800, from Dr. and Mrs. Porter B. Echols Jr., Lynchburg, Va., for the Secretary's office.

Other gifts: a Chinese export porcelain kidney-shaped dish, circa 1800,

and a porcelain plate by Dagoty from the dessert service ordered by President James Monroe for the White House in 1817, the gifts of the Ethyl Corp., Richmond, Va.; a pair of antique Chinese export porcelain cider jugs, circa 1800, the gift of the Monica and Hermen Greenberg Foundation, Washington, and a pair of George II carved and gilt wood wall brackets, each with round shelf, supported on a carved spread-wing eagle, circa 1750, the gift of the Evelyn A. Jaffe Hall Charitable Trust, New York (Mr. and Mrs. Melville W. Hall), to be placed in the Treaty Room. The Halls also gave a pair of carved giltwood yellow pine wall brackets, Philadelphia, circa 1760–70.

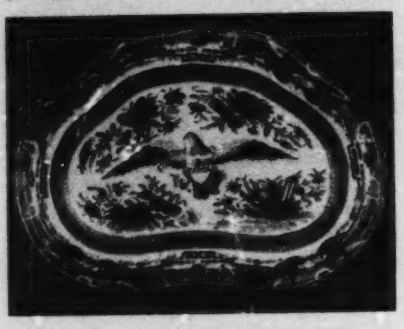
Aimee and Rosamond Lamb, Boston, gave a rare set of four Chinese export porcelain plates, circa 1785–90, each with the armorial crest of Governor Winthrop Sargent of Massachusetts. (Portraits of Governor and Mrs. Sargent, by Gilbert Stuart, are in the Thomas Jefferson State Reception Room.) The Lambs also gave an American silver table spoon from a set of three made by Paul Revere II of Boston, circa 1795.

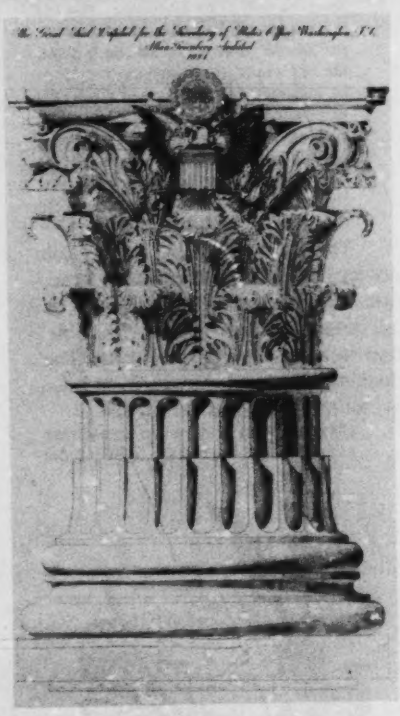
'B. Franklin, American'

Two terra cotta medallions of Benjamin Franklin, by Jean Baptiste Nini, with the inscription, "B. Franklin, American," signed and dated "Nini 1777," and a pair of Chinese export porcelain plates are gifts of Dr. Kenneth J. Maier, Lake Forest, Ill. Nesle, Inc., New York, gave a pair of three-light wall fixtures made of cut glass in the Adams style, for the Benjamin Franklin State Dining Room. Mr. and Mrs. John Sanders, Chapel Hill, N.C., donated six colored lithographs of Seminole Indians, which will be placed in the George C. Marshall Reception Room. Mrs. Lili-Charlotte Sarnoff, Bethesda, Md., gave a porcelain figure of Benjamin Franklin, by Ralph Wood II, English, circa 1790.

Other decorative arts given in 1985 include an antique Sarouk rug, the gift of Mrs. Janet L. Abernathy, Incline Village, Nev.; a pair of Sheffield candlesticks, English, circa 1765, from Mr. and Mrs. William Cafritz, Bethesda, Md.; American silver open salts, Philadelphia, circa 1760, the gift of Mr. and Mrs. Charles A. Cahn, Boca Raton, Fla.; a large antique Bidjar rug and a semi-antique Kerman rug, from Mrs. David Gaillard, Washington; an antique Heriz Serapi rug, the gift of Mr. and Mrs. Floyd A. Segel, Milwaukee, Wis.; antique silver candlesticks and a silver tea service, circa 1746–47, from Mrs. Donald C. Sullivan, Reading, Pa.; a set of 18 George III English silver first-course plates by Paul Storr, London, 1812, the gift of Mr. and Mrs. Middleton Train, Washington; and a pair of English Chippendale brass candlesticks, circa 1745, from Mr. and Mrs. Richard Van Dusen, Birmingham, Mich.

Chinese export porcelain kidney-shaped dish, circa 1800. ***(Diplomatic Reception Rooms photo).***





Original pencil drawing of the Great Seal Order, designed for the State Department by architect Allan Greenberg. ***(Diplomatic Reception Rooms photo).***

Mrs. Alexander O. Vietor, New York, gave a Canton porcelain blue and white square tobacco jar, circa 1800, and two pairs of English silver candlesticks, circa 1771–72, for the gallery. Mr. and Mrs. Richard Walters, Battle Creek, Mich., donated a pair of brass Chippendale candlesticks, English, circa 1740–50, for the John Quincy Adams State Drawing Room.

Goal is $1,850,000

The committee is seeking $1,850,000 to launch the next phase in the Americana Project—the remodeling of the seven-room deputy secretary's suite on the seventh floor. In addition, the committee is seeking funds for acquisitions to the permanent collection. "One third of the collection is still on loan," Mr. Conger pointed out.

A recent example of a loan which later became part of the permanent collection is the oil portrait of John Jay, by Gilbert Stuart. The portrait was on loan from 1972 until recently. It was purchased in January with gifts from Mr. and Mrs. David Grainger of Chicago and Gerald Freed, president of the Freed Foundation in Washington. "It is our most important acquisition in the last several years," Mr. Conger said. "We are seeking the finest quality American period furniture, paintings and decorative arts of the 18th and 19th centuries for the rooms."

Contributions are tax-deductible. Inquiries should be directed to Mr. Conger, Room 8213, Department of State, Washington, D.C. 20520, telephone (202) 647-1990.

—BARNETT B. LESTER ■

Copyright material has been deleted, not available for Microfiche Edition.

Education and Training

Schedule of courses at Foreign Service Institute

Program	June	July	Aug.	Length of course
Area studies				
Africa, sub-Sahara	16	—	11	2 weeks
East Asia	16	—	11	2 weeks
Latin America	16	—	11	2 weeks
Near East and North Africa	16	—	11	2 weeks
South Asia	16	—	11	2 weeks
Southeast Asia	16	—	11	2 weeks
USSR/eastern Europe	16	—	11	2 weeks
Western Europe	16	—	11	2 weeks
Canada	2	—	—	1 week
Language and advanced area courses				
Afrikaans	—	—	25	24 weeks
Amharic	—	—	25	24/44 weeks
Arabic (Eyptian)	—	—	25	24/44 weeks
Arabic (modern standard)	—	—	25	24/44 weeks
Arabic (western)	—	—	25	24/44 weeks
Arabic (modern standard)(advanced in Tunis)	—	—	4	12/15 mos.
Bengali	—	—	25	24/44 weeks
Bulgarian	—	—	25	24/44 weeks
Burmese	—	—	25	24/44 weeks
Chinese (standard)	—	—	25	24/44 weeks
Czech	—	—	25	24/44 weeks
Danish	—	—	25	24 weeks
Dari (Afghan Persian)	—	—	25	24/44 weeks
Dutch	—	—	25	24 weeks
Finnish	—	—	25	24/44 weeks
French	2,30	—	25	20 weeks
German	30	—	25	20 weeks
Greek	—	—	25	24/44 weeks
Hebrew	—	—	25	24/44 weeks
Hindi	—	—	25	24/44 weeks
Hungarian	—	—	25	24/44 weeks
Indonesian	—	—	25	32 weeks
Italian	30	—	25	20 weeks
Japanese	—	—	25	24/44 weeks
Japanese (advanced in Yokohama)	—	—	4	12/15 mos.
Korean	—	—	25	24/44 weeks
Korean (advanced in Seoul)	—	—	25	44 weeks
Lao	—	—	25	24/44 weeks
Malay	—	—	25	32 weeks
Norwegian	—	—	25	24 weeks
Pilipino (Tagalog)	—	—	25	24/44 weeks
Polish	—	—	25	24/44 weeks
Portuguese	30	—	25	24 weeks
Romanian	—	—	25	24 weeks
Russian	—	—	25	24/44 weeks
Serbo-Croatian	—	—	25	24/44 weeks
Spanish	2,30	—	25	20 weeks
Swahili	—	—	25	24 weeks
Swedish	—	—	25	24 weeks
Thai	—	—	25	24/44 weeks
Turkish	—	—	25	24/44 weeks
Urdu	—	—	25	24/44 weeks
Familiarization and short-term (FAST) courses				
Arabic, Egyptian	30	—	—	6 weeks
Arabic, formal spoken	30	—	—	6 weeks
Chinese	30	—	—	6 weeks
French (metrop.)	2,30	—	25	10 weeks
French (sub-Sah.)	2,30	—	25	10 weeks
German	30	—	25	10 weeks

—(Continued on next page)

5-day seminar is slated for secretaries, others

The Foreign Service Institute is offering a five-day career development seminar for Civil Service and Foreign Service senior-level secretaries and support employees, June 24–27 and 30, 9 a.m.–5 p.m.

The course will privide information on making decisions, controlling stress, setting goals, developing self-confidence through communication skills and improving interpersonal skills. The application deadline: June 9.

For information, call the institute on 235-8765 or 235-9404, or contact your bureau training officer. □

Interdepartmental seminar is set for May 19–30

The next session of the Foreign Affairs Interdepartmental Seminar will be conducted at the Foreign Service Institute, May 19–30. Its purpose, said a Department Notice of March 20, is to furnish the officer having foreign affairs responsibilities "an advanced, intensive exposure to the various factors affecting the formulation, coordination and execution of U.S. foreign policy."

The notice said the policy plenary sessions focus on the foreign policy process, "especially the major actors, agencies and departments, and how they interact or operate individually." The sessions also focus on worldwide policy issues affecting the United States, such as religious pressures, economic relationships, energy/natural resource demands and public opinion.

The regional plenary sessions examine the historical trends of a region followed by an analysis of current issues. The regions include the Middle East, Latin America, southern Africa, West and East Europe and Asia. In a final regional seminar, participants examine issues peculiar to a geographic area of personal and job-related interest, and discuss the manner in which the U.S. Government develops and implements its policy in these areas.

The seminar draws its speakers and regional study group leaders from

Government, independent research organizations, universities and the business world. In each case, the notice said, the speaker is a recognized authority in his/her field by virtue of official position, or extensive study and experience or both. "The interdepartmental nature of the seminar and its informal atmosphere afford an ideal forum for cross-feed among participants and give-and-take with the speakers," said the notice.

Enrollment preference is given to officers of FO/FP-2 or GS-13 rank and above. For information, contact your bureau training officer. □

Equal employment seminar is slated for June 5

The Foreign Service Institute is holding a management seminar,"Equal Employment Opportunity for Executives/Supervisors," on June 5, 9 a.m.–4 p.m. Topics include employee responsibilities, Department policies, affirmative action concepts, laws and policies established to protect employees' rights and sexual harrassment.

Employees in grades FS 1–5 and GS 9–15 are eligible. Attendance will fulfill the requirement that all supervisory personnel attend a basic training program on equal employment opportunity. Application forms DS–755 should be submitted to the Registrar's Office, B-Level,' State Annex 3, by May 22. For information, call the institute on 235-8765 or 235-9404, or contact your bureau training officer. □

Supervisors' seminar

A seminar for employees in their first supervisory jobs is being offered by the Foreign Service Institute, May 6–8. The course covers skills that include planning, organizing, controlling, motivating, evaluating performance and communicating effectively. Employees in grades GS 7–11, FO 6–4 and FP–7–4 are eligible. For information, call Joan Graziano, 235-3400. ■

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—(Continued from preceding page)

Program	June	July	Aug.	Length of course
Indonesian/Malay	30	—	—	6 weeks
Italian	30	—	25	10 weeks
Japanese	30	—	—	6 weeks
Portuguese (L.A.)	30	—	25	10 weeks
Portuguese (Eur.)	30	—	25	10 weeks
Spanish (L.A.)	2,30	—	25	10 weeks
Spanish (Eur.)	2,30	—	25	10 weeks
Thai	30	—	—	6 weeks
Overseas Briefing Center				
American studies, cross-cultural adaptation, and the logistics of Foreign Service life	2	—	—	2 weeks
Career planning seminar	24	—	—	4 days
Going overseas (Sat.: families)	21	—	—	1 day
Re-entry (Monday: spouses)	23	—	—	1 day
Re-entry (Sat.: families)	—	—	23	1 day
Re-entry (Wed.: for singles)	—	—	20	1 day
Administrative training				
Budget and financial management	2	7	4	38 days
General services operations	16	7,28	18	35 days
Personnel training	16	7,28	18	25 days
*Coping with violence abroad	2,9,16 23,30	7,14 21,28	4,11 18,25	1 day

*This course used to be available on a walk-in basis. You must now preregister.

	Pre-registration required for:			
Consular training				
ConGenRosslyn basic consular course	Continuous enrollment: 26 days			
Consular orientation program	Continuous enrollment: 7 days			
Consular functional intensive	—	7	15	6 weeks
Immigration law and visa operations	*Correspondence course			
Nationality law and consular procedure	*Correspondence course			
Overseas citizens services	*Correspondence course			
Passport examiners	*Correspondence course			
Economic and commercial training				
Advanced economic review seminar	—	14	—	5 weeks
Applied economics for foreign affairs	—	14	—	6 weeks
Contemporary economic and quantitative analysis	—	14	—	5 weeks
Financial analysis and reporting	16	—	—	2 weeks
Orientation to overseas economic function	—	7	4	2 weeks
Foreign Service economic/commercial studies	—	7	—	26 weeks
Executive development				
*Deputy chiefs of mission	8	20	1	2 weeks
Washington trade craft	—	7	1	2 weeks
*By invitation only				
Political training				
*Political analysis and policy	2	28	—	5 weeks
*Political trade craft	—	7	—	3 weeks
*For assigned State Dept. officers only				
Orientation				
Orientation for Foreign Service officers	23	—	—	7 weeks
Orientation for Department officers	9	—	4	2 days
Orientation for Foreign Service personnel	9	—	4	1 week
Department clerical orientation	9	—	4	7 days
Foreign Service secretarial training	30	—	25	6 days
Foreign Service secretarial refresher/re-entry	Schedule arranged			Individual
First-time ambassador's secretary's briefing	Schedule arranged			Individual
Communication skills				
Career development seminar (GS-7 and above)	24	—	—	5 days
Management seminar on EEO	5	17	—	1 day ■

Current Publications

'83 'Foreign Policy' volume is released

The Department has released "American Foreign Policy: Current Documents, 1983," the most recent volume in an ongoing series. Like earlier volumes, this book aims to present official public expressions of policy that best set forth the goals and objectives of U.S. foreign policy. Included are the texts of major official messages, addresses, statements, interviews, press conferences and briefings, reports, congressional testimony and communications by the White House, the Department of State and other federal agencies or officials involved in the foreign policy process.

The volume contains 1477 pages, arranged chronologically within 15 geographic and topical chapters, and includes a list of documents, editorial annotations, maps, a list of names and abbreviations and an index.

The volume covers the third year of the Reagan administration. It presents the major statements by President Reagan, the Secretary of State and other Government leaders setting forth the most important general principles of American foreign policy in 1983. Policy statements are included on national security policy (including the announcement and promotion of the strategic defense initiative), arms control, foreign economic policy (including the Williamsburg economic summit), terrorism, the role of the United States in the United Nations, the approach to human rights around the world, the concern with refugees and the law of the sea.

The volume also presents expressions of U.S. policy on Lebanon, Central America, U.S. military involvement in Grenada, the Soviet Union's destruction of the Korean Air Lines plane, and other regional and bilateral aspects of American foreign relations in 1983.

The documentary series began in 1950. Following the publication of three volumes covering 1941 to 1955, annual volumes entitled "American Foreign Policy: Current Documents" were issued for 1956–1967. After an interruption, the series was resumed with the publication in August 1983 of "American Foreign Policy: Basic Documents, 1977–1980." The annual volumes were revived with the publication of "American Foreign Policy: Current Documents, 1981" and "American Foreign Policy: Current Documents, 1982." The Department intends to publish the volumes for 1984 and 1985 later this year.

The Department, which released a microfiche supplement to the 1981 printed volume in February 1985, also plans to publish microfiche supplements to the 1982 and 1983 printed volumes. These microfiche publications will include the full texts of many documents printed only in part in the printed volumes, and will also reproduce a much larger and more complete selection of documents than appears in the books.

"American Foreign Policy: Current Documents, 1983" was prepared in the Office of the Historian, Bureau of Public Affairs. Copies (Department of State Publication No. 9441; GPO Stock No. 044-000-02063-7) may be purchased for $27 (domestic prepaid) from Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

For information on the 1983 and also on earlier volumes in the "Foreign Policy" series, contact David S. Patterson in the Historian's Office at State. His telephone number is (202) 663-1127. □

Public affairs bureau lists offerings

President Reagan

"Central America and U.S. Security," address to the nation, Washington, March 16 (Current Policy No. 805).

"Strengthening American Security," address to the nation, Washington, February 26 (Current Policy No. 798).

Secretary Shultz

"The Shape, Scope and Consequences of the Age of Information," Stanford University Alumni Association's first international conference, Paris, March 21 (Current Policy No. 811).

"Nicaragua and the Future of Central America," Veterans of Foreign Wars, Washington, March 3 (Current Policy No. 801).

"Nicaragua: Will Democracy Prevail?" Senate Committee on Foreign Relations, Washington, February 27 (Current Policy No. 797).

Africa

"A Review of Recent Events in South Africa," Chester A. Crocker, assistant secretary for African affairs, Subcommittees on Africa and on International Economic Policy and Trade, House Foreign Affairs Committee, March 12 (Current Policy No. 806).

"Ethiopia: The UN's Role," Alan L. Keyes, assistant secretary for international organization affairs, Subcommittee on African Affairs, Senate Foreign Relations Committee, March 12 (Current Policy No. 803).

Arms control

"The Promise of SDI," Paul H. Nitze, special adviser to the President and the Secretary on arms control matters, American Defense Preparedness Association, Washington, March 18 (Current Policy No. 810).

"Negotiations on Nuclear and Space Arms," Paul H. Nitze, special adviser to the President and the Secretary on arms control matters, Foreign Service Institute's symposium on "The Future of START," Arlington, Va., March 13, (Current Policy No. 807).

Department of State

"Diplomacy, the Foreign Service and the Department of State," Ronald I. Spiers, under secretary for management, Boston Committee on Foreign Relations, Boston, February 26 (Current Policy No. 800).

General foreign policy

"Freedom, Regional Security and Global Peace," message to the Congress from President Reagan, March 14 (Special Report No. 143).

Human rights

"Nineteenth Semiannual Report: Implementation of the Helsinki Final Act, April 1-October 1, 1985," March 1986 (Special Report No. 134).

Inter-American affairs

"Central America and U.S. Security," President Reagan, address to the nation, Washington, March 16 (Current Policy No. 805).

"Permanent Dictatorship in Nicaragua?" Elliott Abrams, assistant secretary for inter-American affairs, Subcommittee on Western Hemisphere Affairs, House Foreign Affairs Committee, March 5 (Current Policy No. 802).

"Nicaragua and the Future of Central America," Secretary Shultz, Veterans of Foreign Wars, Washington, March 3 (Current Policy No. 801).

"CBI and the U.S. National Interest," Elliott Abrams, assistant secretary for inter-American affairs, Subcommittee on Oversight, House Ways and Means Committee, February 25 (Current Policy No. 799).

"Nicaragua: Will Democracy Prevail?" Secretary Shultz, Senate Committee on Foreign Relations, February 27 (Current Policy No. 797).

"Documents on the Nicaraguan Resistance: Leaders, Military Personnel, and Program," February 1986 (Special Report No. 142).

"U.S. Assistance to Haiti," February 1986 (Special Report No. 141).

International economics

"Structural Adjustment and the Trading System: Europe's Role," Allen Wallis, under secretary for economic affairs, London Chamber of Commerce, London, March 7 (Current Policy No. 804).

Science and technology

"International Cooperation To Protect the Ozone Layer," Richard E. Bendick, deputy assistant secretary for environment, health, and natural resources, March 6, and John D. Negroponte, assistant secretary for oceans and international environmental and scientific affairs, Senate Foreign Relations Committee, March 18, Washington (Current Policy No. 808).

United Nations

"40th Anniversary of the United Nations," March 1986 (Bulletin reprint).

GIST

Bern experts meeting on human contacts (3/86).
Multinational corporations (3/86).
Textile import control program (3/86).
The drug problem: Americans arrested abroad (3/86).
U.S.-Argentine relations (3/86).
World food security (3/86).

Background Notes

Ghana (12/85).
Hong Kong (2/86).
Indonesia (12/85).
Malaysia (2/86).
Sri Lanka (12/85). ■

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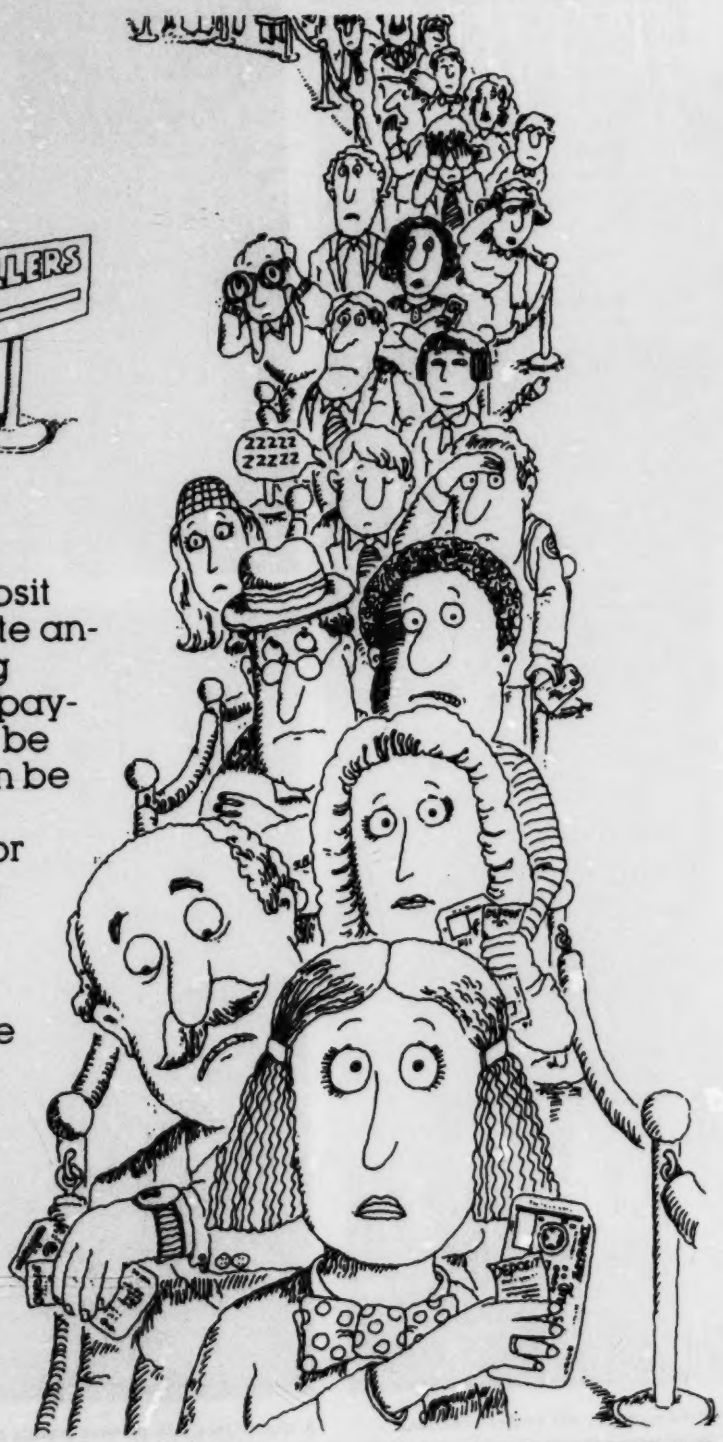
United States Treasury



Post of the Month: Nassau

THIS BAHAMIAN CAPITAL is on one of the small islands of the archipelago that extends southeastward off the southeastern coast of Florida. The name of the island, which is relatively close to the coast, is New Providence. Foreign Service employees and their families who are serving there are featured here as part of STATE's continuing series. Most of the photos are by *Jack Connolly*.

Acting administrative officer *Jack Connolly* and secretary *Bev Schroeder*, at a restaurant.

Political/economic officer *Roy Wharton*.

Ambassador *Lev E. Dobriansky* tours a U.S. Navy ship.

A clipper that sails between Nassau and Freeport.

Parliament Square, in the center of Nassau.

Communications officers *Tom Zuraw*, left, and *Dante Espejo* prepare pouch shipment.

Vice consul *Peggy Long* tries on hat at the market.

Antoinette Rolle in the visa office.

Sue Campbell shops with her son. *Pearl Richardson* is at right.

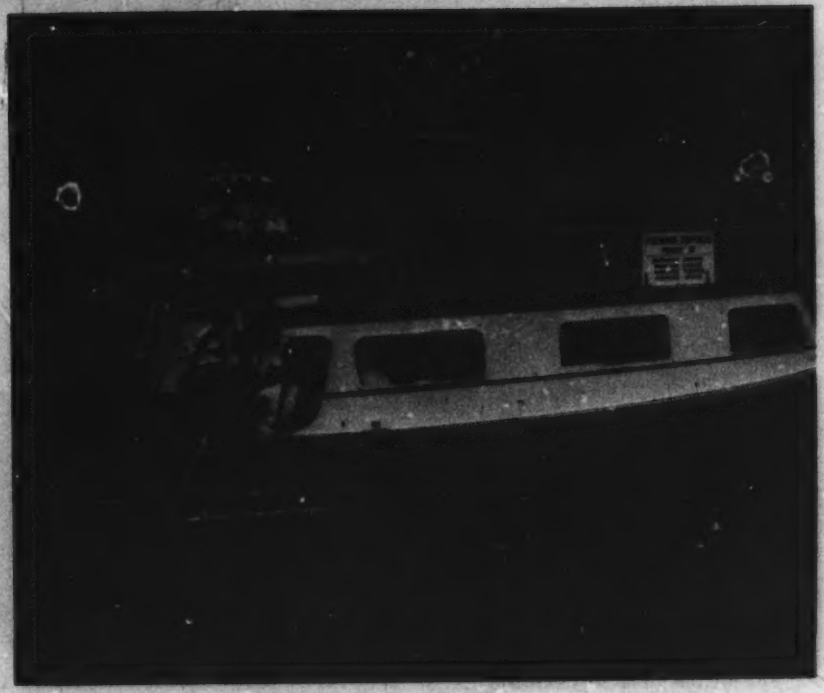
Consul *Harry Orr*.

The straw market.

Bay Street, the main street in Nassau.

Rawson square.

Juieth Benjamin, chief of the budget and fiscal section, with general services officer *Matthew Johnson*.



The ferry boat from Nassau Harbour to Paradise Island.

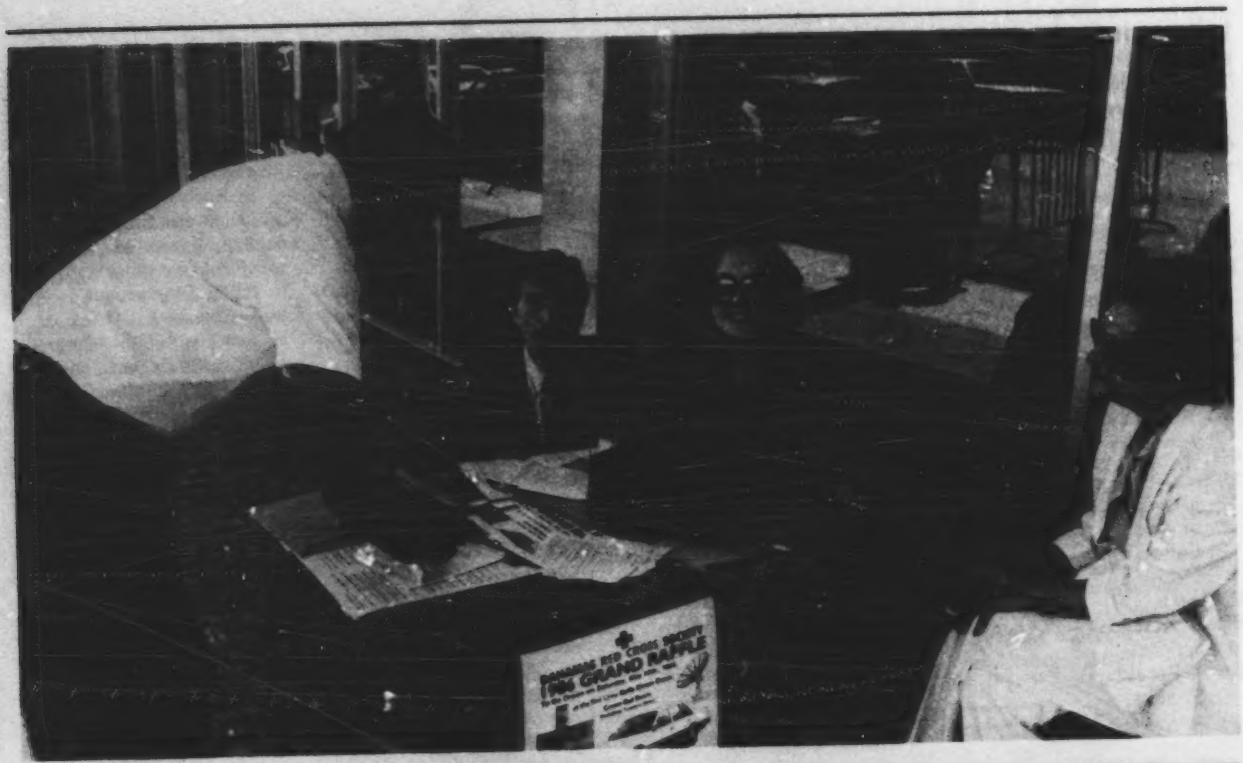
Secretary *Bev Schroeder* at the Nassau straw market.

The chancery.

Vice consul *Steve Taylor* and *Katti Ann Walker* exchange marriage vows at sea wall near Mr. Taylor's apartment.

Le Shack, a popular restaurant.

Ambassador *Lev Dobriansky* at awards ceremony with Marines (from left) *Russell D. Brady, John Laster, Ed Costello, Ed Leonard, Mike Pettet.*



Community liaison officer *Terry Eccles-Pettet* raises money for the Red Cross. At right is her mother.

Dancing on a tour boat are *Sue Burda* and *Sandy Hodapp*.

Rich Guantone, U.S. Department of Labor, teaches sailing course at the embassy after working hours. ■

Personnel: Civil Service

Promotions

GG-9

Woodrow, Francesca R., Foreign Service Institute

GG-12

Leaver, Betty Lou, Foreign Service Institute

GG-14

Bratzel Jr., Martin P., International Joint Commission

GM-14

Soyster, Elizabeth B., Office of Citizens Consular Services

GM-15

Miller, Bowman H., Intelligence and Research, Office of Analysis for Western Europe

GS-3

Black, Krystal A., Passport Services
Dunn, Zoraida V., Passport Services
Gaillard, Vera M., Passport Agency, New Orleans
Smith, Jeffrey M., Passport Services
Washington, Greta A., Economic and Business Affairs, Office of Aviation

GS-4

Abood, Diane Lynn, Office of Overseas Schools
Alexander, Sharon Yvette, European and Canadian Affairs
Biderbost, Sara J., Passport Agency, Seattle
Brown, Jerry, Passport Agency, Los Angeles
Dowdell, Lynda K., Passport Agency, Miami
Harrison, Dawn D., Office of Citizens Consular Services
Harrison, Linda Gaye, Bureau of Personnel, Office of Management
Hickson, Sonsiray J., Passport Agency, Los Angeles
Lewis, Johnny, Foreign Affairs Information Management Center
Pratt, Lasonja R., European and Canadian Affairs
Smith, Geoffrey Thomas, Economic and Business Affairs
Taylor, James L., Diplomatic Pouch and Courier Services
Thompson, Ronnie G., Passport Agency, San Francisco
Williams, Edith Marie, Passport Services

GS-5

Arrington, Celia D., Foreign Affairs Information Management Center
Conway, Leonor E., Bureau of Public Affairs, Office of Press Relations
Crocco, Maria E., Bureau of Diplomatic Security
Dishman, Patrice M., Foreign Service Institute
Hainsworth, Darlene, Foreign Affairs Data Processing Center
Harris, Margaret A., Oceans and International Environmental and Scientific Affairs, Office of Advanced Technology
Haskins, Debra D., Bureau of Human Rights and Humanitarian Affairs
Hensley, Joan B., Office of the Comptroller, Financial Operations
James, Judy M., Bureau of Administration
Johnson, Valarie T., Inter-American Affairs
Rojas, Anita L., Bureau of Personnel, Office of Civil Service Career Development and Assignments
Thompson, Brenda G., Foreign Service Institute

GS-6

Bryan, Laurel L., European and Canadian Affairs
Jenkins, Barbara Ann., Office of the Comptroller, Accounting
Kinney, Joyce R., African Affairs
Louison, Shirley, Citizens Emergency Center
Miles, Marquita A., Office of the Comptroller, Fiscal Operations
Toan, Mary, Bureau of Consular Affairs
Watson, Janet G., Office of the Comptroller, Accounting

GS-7

Beach, Dana E., Citizens Emergency Center
Burnett, Margaret E., Passport Agency, Washington
Childress, Karen A., Bureau of Diplomatic Security
Davidson, Davida A., Visa Services, Office of Field Support and Liaison
Duggan, Linda B., Citizens Emergency Center
Dumanian, Andrew J., Passport Agency, Boston
Kelly, James F., Passport Agency, San Francisco
Kiser, Daniel Lee, Intelligence and Research, Office of the Geographer
Libera, Thomas V., Bureau of Administration, Allowances Staff
Maher, Marilen J., Passport Agency, Washington
Melendy, Rosemary, Passport Agency, Seattle
Mixson-Montgomery, Lorine, Passport Agency, New York
Olds, Deborah M., Bureau of Administration, Administrative Services Division
Pickett, Mae F., Oceans and International Environmental and Scientific Affairs, Office of Food and Natural Resources
Stewart, Jo Ann, Office of Supply, Transportation and Procurement
Walker, Myrtice, Office of the Comptroller, Fiscal Operations
Wheeler, Linda K., Office of Protocol
Williams, Gladys E., European and Canadian Affairs
Wright, Toya C., African Affairs, Office of Regional Affairs
Young, James R., Office of Facilities Management and Administrative Services

GS-8

Besson, Wanda Kay, Office of Foreign Buildings
Gold, Louise M., Office of Communications
Helm, Kathleen A., Office of the Legal Adviser
Laprince, Beverly J., Intelligence and Research, Office of Analysis for the Soviet Union and Eastern Europe
Leonard, Eunice M., Bureau of Public Affairs, Office of Public Programs
Lewis, Joanne L., Office of Communications, Communications Center Division
Staton, Betty M., Intelligence and Research, Office of Analysis for Africa
West, Kevin F., Office of Communications, Communications Center Division
Wilkins, James R., Office of Communications, Communications Center Division

GS-9

Dunne, James T., Bureau of Diplomatic Security
Escue, Rose I., Passport Agency, San Francisco
Golden, Nancy L., Bureau of Public Affairs, Office of the Historian
Gonzales, Ann Marie, Passport Agency, New Orleans
Monroe, Joann, Bureau of Human Rights and Humanitarian Affairs
Porter, Lee, Office of the Legal Adviser
Price, Marjorie Ann, Passport Agency, San Francisco
Robinson, Alice M., Passport Services
Walker, Sheila K., Bureau of Personnel, Office of Recruitment, Examination and Employment

GS-10

Hampton, Ronald E., Foreign Affairs Information Management Center

GS-11

Hamann, Bethann D., Office of the Comptroller, Budget and Planning
Land, Robert F., Foreign Affairs Information Management Center

Long, Michelle S., Bureau of Personnel, Office of Civil Service Career Development and Assignments

Lumsden, Susan L., Office of Foreign Service National Personnel

Page Jr., Clarence N., Bureau of Administration, Administrative Services Division

Rippe, Conrad M., Office of Communications, Communications Center Division

Roman, Margaret E., Foreign Affairs Information Management Center

Sweet, Patricia Diane, Bureau of Administration

GS-12

Guzowski, Danuta U., Bureau of Personnel, Office of Civil Service Career Development and Assignments

Kennelly, Ann Terese, Bureau of Personnel

Mayberry, Gregory N., Office of Supply, Transportation and Procurement

Rockwell, Pamela D., Office of the Assistant Legal Adviser, Economic and Business Affairs

Truly, Steve R., Foreign Affairs Data Processing Center

GS-13

Geoghegan, Margarita R., Inter-American Affairs, Office of the U.S. Representative to the Organization of American States

Lawrence III, David B., Office of Financial Services

Lodge, Terri Susan, Intelligence and Research

Maestri, Joseph C., Office of the Comptroller, Budget and Planning

Noble, James R., Economic and Business Affairs, Office of East-West Trade

Shaw, Catherine H., International Narcotics Matters

Stevens, Patricia Anne, East Asian and Pacific Affairs

Van Diepen, Vann, Intelligence and Research

GS-14

Foldvary, Frank C., Intelligence and Research, Office of Analysis for the Soviet Union and Eastern Europe

Grummon, Stephen Ray, Intelligence and Research, Office of Analysis for the Near East and South Asia

Mlotek, Ronald S., Office of Foreign Missions

Wapensky, Russell A., Inter-American Affairs, Office of the U.S. Representative to the Organization of American States

White, Wayne Edward, Intelligence and Research, Office of Analysis for the Near East and South Asia

Yuspeh, Sheldon, Office of the Director General of the Foreign Service and Director of Personnel □

Appointments

Abalos, Ligaya J., Bureau of Diplomatic Security

Andrews, Nicholas G., Classification/Declassification Center

Angelelli, Nancy L., Bureau of Administration, Allowances Staff

Beer, Carol Jean, Near Eastern and South Asian Affairs

Bloom, Dorothy I., Passport Agency, Houston

Bobotek, Susan T., Passport Agency, Seattle

Botelho, Daniel T., Passport Agency, Boston

Braden, Marria L., Foreign Affairs Information Management Center

Branch, Danny L., Office of Communications, Communications Center Division

Britton, Charlston, Passport Agency, New Orleans

Brooks, Roger A., International Organization Affairs, Policy and Planning Staff

Brown, Kelly D., Pre-Assignment Center

Brownfield, Robert Paul, Office of Communications

Buski, Stephen J., Office of Supply, Transportation and Procurement

Carpenter, Felicia L., Economic and Business Affairs, Office of Energy Consumer-Country Affairs

Clark-Ott, Adrienne, Office of the Deputy Assistant Secretary for Operations

Clark, Carolyn L., Office of Foreign Service National Personnel

Coleman, Albert B., Bureau of Consular Affairs

LEGISLATIVE AND INTERGOVERNMENTAL AFFAIRS—*Cathy Thibedeau*, chief of the congressional correspondence unit, receives Superior Honor Award from *James W. Dyer*, deputy assistant secretary in the bureau. She was also given a $2,000 cash award.

Cook, Gertrude, Passport Services
Cook, John F., Bureau of Consular Affairs
Corris, Virginia D., Foreign Service Institute
Cummings, Kevin C., Passport Agency, Houston
Davids, Deborah L., Office of Supply, Transportation and Procurement
De Bruin, Rinia Victoria, Foreign Service Institute
Eagar, Judith F., Legislative and Intergovernmental Affairs
Elizondo, Katie P., Passport Agency, Houston
Engelbrecht Jr., Henry A., Classification/ Declassification Center
Fields, Helen D., Bureau of Administration, Allowances Staff
Ford, Hillman S., Bureau of Diplomatic Security
Ford, Robert J., Oceans and International Environmental and Scientific Affairs, Office of Fisheries Affairs
Gaffney, Edward J., Passport Agency, Seattle
Glenn, Cleveland A., Passport Services
Gottlieb, Sherry L., Passport Services
Gould, Judith A., Passport Agency, Boston
Griffin, Patricia Ann, Passport Services
Hall Jr., Stewart, Office of Facilities Management and Administrative Services
Hamilton, Bryan A., Pre-Assignment Center
Jackson, Ceasar H., Bureau of Diplomatic Security
Jamison, Alice C., Passport Agency, Los Angeles
Jenkins, Connie J., Passport Agency, Washington
Jenkins, George C., Office of Supply, Transportation and Procurement
Jevons, Charlene L., Bureau of Diplomatic Security
Johnson, Francis, Pre-Assignment Center
Lafleur, Frederick F., Passport Agency, Boston
Lanham, Nadia Marie, Inter-American Affairs, Office of Central American Affairs
Lewis, Mari D., Office of Supply, Transportation and Procurement
Lopez, Kenneth E., Bureau of Diplomatic Security
Martinez, Cresina M., Passport Agency, New Orleans
Matyas, Michele, Passport Services
McCollum, Daniel C., Passport Services
McHale, Edward Joseph, Classification/ Declassification Center
Mecklenburg, Charlene R., Foreign Service Institute
Melvin, Audrey J., Passport Services
Montgomery, Vivian E., Bureau of Diplomatic Security
Morgan, Michelle Ann, Passport Agency, San Francisco
Mullin, John J., Classification/ Declassification Center
Muradian, Armen, U.S. Mission to the United Nations
Myers, Carman B., Bureau of Diplomatic Security
Natal, Isabel, Office of Supply, Transportation and Procurement
Odom, Dan L., Office of Communications, Communications Center Division
Panko, Jennifer J., Office of Supply, Transportation and Procurement
Pelczynski, Gabrielle D., Office of the Deputy Assistant Secretary for Operations
Peterson, Debra L., Bureau of Diplomatic Security
Peterson, Janie A., Bureau of Personnel, Office of Recruitment, Examination and Employment
Phillips, Charisse M., Family Liaison Office
Relph Jr., James F., Classification/ Declassification Center
Richardson, Vonda L., Bureau of Personnel, Office of Civil Service Career Development and Assignments
Ricketts, Wilhelmina A., Office of Central African Affairs
Saddler, George Floyd, U.S. Mission to the United Nations
Schwartz, Runa M., Foreign Service Institute
Scott, Darlene, Passport Agency, New Orleans
Sigur Jr., Gaston J., East Asian and Pacific Affairs
Singletary, Cheryl Y., Office of the Comptroller, Fiscal Operations
Sison Jr., Desiderio, Office of Foreign Buildings
Smith, Judy H., Passport Services
Smith, Verna E., European and Canadian Affairs
Socolow, Janice D., Riyadh
Spadaccini, Elise T., Bureau of Diplomatic Security
Teel, Kimble Lee, Office of Supply, Transportation and Procurement
Teufel, Hugo, Office of Supply, Transportation and Procurement
Thorne, Carlton E., Oceans and International Environmental and Scientific Affairs, Office of Export and Import Control
Tuan, Shu-Hwa, Information Systems Office, Systems Design and Programming Division
Walker, Cheryl Lynn, Passport Agency, Houston
Warren, Cynthia J., U.S. Delegation (Geneva Negotiation Team)
White, Iris D., Office of Medical Services
Wilkinson, James Andrew, Bureau of Personnel, Office of Management
Williams, Wanda A., Bureau of Administration, Personnel Management Division
Wills, Wanda A., Passport Agency, Washington
Wiseman, Michael W., Intelligence and Research
Wooten, Ingrid J., Foreign Service Institute
Wright, Mary A., Passport Services
Wurzberger, William C., Near Eastern and South Asian Affairs
Wyatt, Vera Helen, Economic and Business Affairs, Office of International Trade
Yarborough, Brenda Z., Classification/ Declassification Center
Zall, Rochelle M., Foreign Affairs Information Management Center □

Reassignments

Barnes, Vivian L., Office for Counter Terrorism and Emergency Planning to Visa Services, Office of Legislation, Regulations and Advisory Assistance
Bell, Virginia Ann, Office of Management Operations to Bureau of Diplomatic Security
Boone, Doris M., Office of Overseas Schools to Office of the Deputy Assistant Secretary for Operations
Carter, Eileen K., Intelligence and Research, Office of Intelligence Liaison to Bureau of Personnel, Office of Foreign Service Career Development and Assignments
Cavallo, Ornella S., Bureau of Public Affairs, Office of Public Communication to Office of the Historian
Cook, Richelle M., International Organization Affairs, Office of Administrative Services to Office of the Comptroller
Cunningham, Jeannine L., Bureau of Consular Affairs to Office of the Comptroller, Budget and Planning
Demuth, Stephen C., Bureau of Public Affairs, Office of the Historian to Office of the Comptroller, Fiscal Operations
Eaton, Louise C., Office for Counter Terrorism and Emergency Planning to Citizens Emergency Center
Fisher, Paul W., Information Systems Office, Systems Design and Programming

FOREIGN SERVICE INSTITUTE—Graduates of the January clerical orientation class, row one (left to right): *Faye V. Hartgrove, Sheila Ray Tindell, Diane Goode Green, Maxine Tyer, Monica Herring, Lavern S. Horton, Kara D. Shields, Rose Ginyard.* Row two: *Lillian Moren-Munger* (partially hidden), *Virginia Schmidt* (partially hidden), *Pamela Rush, Ann Marie Di Paolo, L. Martez Higgins, Gregory Ettleman, Robin Waldo, Wilhelmenia Geter* (partially hidden), *Janice Martin, Janie Miller* (course chairwoman), *Jean Kline* (partially hidden).

Division to Office of Facilities Management and Administrative Services

Godfrey, Deborah J., Near Eastern and South Asian Affairs, Arabian Peninsula Affairs to Secretariat Staff

Green, Diane G., Office of the Comptroller, Fiscal Operations to Bureau of Personnel, Office of Employee Relations

Harley, Stanley M., Pre-Assignment Center to Bureau of Personnel, Office of Management

Harris, Victoria E., Bureau of Diplomatic Security to Intelligence and Research, Office of Analysis for Africa

Hawkins, Gwendolyn, Bureau of Administration, Personnel Management Division to Foreign Affairs Data Processing Center

Hawkins, Olivette M., European and Canadian Affairs to Office of the Under Secretary for Management, Executive Office

Herd, Beverly N., Office of the Under Secretary for Management, Executive Office to Medical Services

Hill, Robert C., Oceans and International Environmental and Scientific Affairs to International Organization Affairs, Policy and Planning Staff

Holt, Valencia, Bureau of Personnel, Office of Management to Bureau of Personnel, Office of Performance Evaluation

Johnston, Pamela D., Intelligence and Research, Office of Economic Analysis to Near Eastern and South Asian Affairs, Arabian Peninsula Affairs

Leonard, Ayesha, European and Canadian Affairs to Office of the Comptroller, Fiscal Operations

Lively, Elizabeth G., Oceans and International Environmental and Scientific Affairs, Office of Food and Natural Resources to Oceans and International Environmental and Scientific Affairs, Office of Cooperative Science and Technology Programs

MacManus, Carol K., Passport Agency, Boston to Passport Agency, Washington

Martin, Yolonda R., Office of the Curator, Diplomatic Reception Rooms to Secretariat Staff

Miller, Patricia A., Economic and Business Affairs, Office of International Finance and Development to Bureau of Public Affairs

O'Shea, Gayle E., Bureau of Diplomatic Security to Information Systems Office, User Support Services Staff

Pollard, Barbara A., Intelligence and Research, Office of Analysis for East Asia and Pacific to Bureau of Human Rights and Humanitarian Affairs

Quinlan, Lisa Y., Pre-Assignment Center to Bureau of Diplomatic Security

Reed, Monica P., International Organization Affairs, Office of U.S. Budgetary Presentation and Payments to Office of the Counselor

Scott, Veronica E., Bureau of Personnel, Office of Foreign Service Career Development and Assignments to Bureau of Personnel, Office of Management

Wynn, Renee O., Bureau of Personnel, Office of Management to Bureau of Consular Affairs □

Resignations

Abercrombie Jr., Herbert, Bureau of Personnel, Office of Employee Relations

Ahlman, Ingrid E., Bureau of Administration, Personnel Management Division

Aiken, Terry, International Organization Affairs, Office of U.N. System Budgets

Anderson, Linda Diane, Passport Services

Baker, Sonya D., East Asian and Pacific Affairs

Ball III, William L., Legislative and Intergovernmental Affairs

Barard, Gladys D., Passport Agency, Houston

Barton, Tania R., Bureau of Personnel, Office of Recruitment, Examination and Employment
Bayer, William, Passport Agency, Boston
Bonds, Regina W., Passport Agency, Houston
Bristol, Karen R., Passport Services
Brown, Bobria J., Passport Agency, Houston
Buchan, Laura L., East Asian and Pacific Affairs
Burris, Eletta E., Passport Services
Butler, Barbara M., International Organization Affairs, Office of U.S. Budgetary Presentation and Payments
Carroll, Patricia M., Foreign Affairs Information Management Center
Chance, Rachel E., East Asian and Pacific Affairs
Cherry, Renee, Near Eastern and South Asian Affairs
Clunan, John S., Executive Secretariat
Coates, Cheryl J., East Asian and Pacific Affairs
Coburn, Charles H., Foreign Affairs Information Management Center
Coleman, Alisa, Bureau of Diplomatic Security
Coleman, Carolyn D., East Asian and Pacific Affairs
Cotter, Lisa Marie, Economic and Business Affairs
Crawley, Lorretta G., Office of Communications, Communications Center Division
Creary, Sharon A., Passport Agency, Miami
Cummings, Lucy M., Diplomatic Pouch and Courier Services
Dean, Robert W., Politico-Military Affairs
Ditimi, Terry C., Passport Services
Dorsey, Patrice B., Passport Agency, Chicago
Douglas Jr., Howard E., Office of the Ambassador at Large
Dyess, Chandler J., Executive Secretariat
Farah, William J., Legislative and Intergovernmental Affairs
Faucett, Terra E., Office of Management Operations
Fauz, Adrienne, Information Systems Office, Systems Design and Programming Division
Ferguson, Paul F., Executive Secretariat
Finlayson, Sheila R., East Asian and Pacific Affairs
Forte, David F., U.S. Mission to the United Nations
Frohlick, Calvin P., U.S. Mission to the United Nations
Furdyna, Michelle, U.S. Mission to the United Nations
George, Susan Elizabeth, Passport Services
Gershenson, Cecilia Anne, Executive Secretariat
Gilliam, Cynthia F., Passport Services
Gore II, Edward K., Office of Communications
Grant, Robert G., Passport Services
Harrell, Clara J., Passport Agency, Philadelphia
Harris, Lillian C., Intelligence and Research, Office of Analysis for Near East and South Asia
Harrison, Michelle D., Passport Services
Hicks, Joann, Passport Services
Hill, Sarita Diana, Office of Communications
Holleran, Rose E., Bureau of Administration, Personnel Management Division
Horton, Stacy, Passport Agency, Los Angeles
Hughes, Keith, Economic and Business Affairs
Jackson Jr., Arthur N., Office of the Under Secretary for Management, Executive Office
Jones, Anthony T., Passport Services
Jones, Theresa L., Passport Agency, Miami
Jones, Veronica M., Passport Agency, Houston
Kabwit, Ghislain C., Foreign Service Institute
Kaliski, Deborah L., Passport Agency, Seattle
Keel, Mary D., Bureau of Public Affairs
Kirby-Conway, Angela, Office of Facilities Management and Administrative Services
Kremonas, Barbara S., Bureau of Diplomatic Security
Krumenacker, Marcella L., Bureau of Personnel, Office of Management
L'Heureux, Mary T., Office of the Comptroller, Financial Operations
Lange, Jean A., Office of Foreign Service National Personnel
Le, Susan K., Bureau of Personnel, Office of Recruitment, Examination and Employment
Leacacos, Velia C., European and Canadian Affairs
Lester, Princess D., Office of the Comptroller, Accounting
Lindsay, Jacqueline A., Office of the Legal Adviser
Lundy, Charles A., Executive Secretariat
Mancano, Michael J., Office of Communications, Foreign Operations
Marshall, Mary F., Office of the Assistant Legal Adviser, Educational, Cultural and Public Affairs
McDaniel, Angela L., Bureau of Personnel, Office of Management
Miller, Lillian R., Passport Agency, New York
Mills, Hylana A., Passport Agency, Los Angeles
Morris, Marjorie Ann, Foreign Service Institute
Morse, Dexter A., Bureau of Diplomatic Security
Myers, John G., Office of the Comptroller, Financial Operations
Outlaw, Brenda L., International Organization Affairs, Office of U.N. Political and Multilateral Affairs
Oveson, Sanny, Oceans and International Environmental and Scientific Affairs
Peade, Cheryl R., International Organization Affairs, Office of U.S. Budgetary Presentation and Payments
Posey, Robin V., Classification/Declassification Center
Ransom, Gregory R., Bureau of Administration
Reid, April Marie, Office of Foreign Buildings
Rodman, Peter W., Office of the Secretary, Policy Planning Staff
Rodriguez, Kenneth J., Passport Agency, Los Angeles
Rollins, Robert S., Foreign Affairs Information Management Center
Rossi, Michele N., Office of Protocol
Rossi, Steven H., Office of the Comptroller, Fiscal Operations
Ryan, Victoria Y., Passport Agency, Philadelphia
Samuels, Michele L., Passport Agency, Chicago
Schmidt, Marlene E., Office of Supply, Transportation and Procurement
Scudder, Diana Elizabeth, Office of the Under Secretary for Management, Executive Office
Semakis, Katherine, East Asian and Pacific Affairs
Slamowitz, Mitchell G., Passport Services
Slivka, Ladislav J., Foreign Service Institute
Smith, Donna M., East Asian and Pacific Affairs
Smith, Sandra E., Passport Services
Spirides, Catherine, Foreign Affairs Information Management Center
Stafford, Stephanie I., Passport Agency, Boston
Steiner, Howard B., Passport Services
Stevens, Donna M., Office of the Under Secretary for Management, Executive Office
Stockton, Karen J., Foreign Affairs Data Processing Center
Swelkhart, Linda C., Execu-

tive Secretariat
Talbert, Lisa Maureen, East Asian and Pacific Affairs
Tate, Janice L., U.S. Mission to the United Nations
Taylor, Lorri Ann, Bureau of Personnel, Office of Management
Thompson, Raceta M., Passport Services
Tudy, Robin A., Passport Services
Turner, Roxane R., Foreign Affairs Information Management Center
Upston, John E., Inter-American Affairs
Vaccarino, Susan E., Bureau of Diplomatic Security
Van Heuven, Anne Marie, Executive Secretariat
Vogler, Benjamin C., Foreign Affairs Information Management Center
Void, Freda, Passport Services
Warner, Stephen M., East Asian and Pacific Affairs
Watkins, Ruby T., Office of the Under Secretary for Economic Affairs
Wiggins, Cynthia A., Office of the Comptroller, Fiscal Operations
Williams, Joyce E., International Joint Commission
Williams, Willie J., Diplomatic Pouch and Courier Services
Woodhouse, Michael E., Passport Agency, Seattle
Woodward, Elizabeth H., East Asian and Pacific Affairs
Young, Susan T., Office of Communications □

Retirements

Ahnemann, Albert, Office of Supply, Transportation and Procurement
Brenner, Alta M., Foreign Service Institute
Byrne, Nora L., Passport Agency, New York
Crowley, James D., Visa Services, Office of Legislation, Regulations and Advisory Assistance
Grassia, Joseph, Bureau of Administration, Office of Supply, Transportation and Procurement
Knight, Lee T., Foreign Affairs Information Management Center
Phroneberger, Richard P., Bureau of Personnel, Office of Management
Steinacker, Helen C., Bureau of Administration, Office of Supply, Transportation and Procurement
Thorne, C. Thomas, Intelligence and Research ■

FOREIGN SERVICE INSTITUTE—Clerical orientation class graduates, in February, seated (left to right): ***Sandra Krucelyak, Tara A. Diggs, Theresa C. Wells, Elizabeth Watkins, Cornelia Johnson.*** **Standing:** ***Kevin Wicker, Loretta Kennedy, Richard Murphy, Martha A. Alston, Gloria A. Whidd[illegible]e M. Kipps, Cecilia [illegible]ie Miller*** **(course chairmen).**

Personnel: Foreign Service

Appointments

Alexander, Katherine Cheri, Quito
Barnes, Faye G., Bonn
Barnes, Susan Linda, Training Complement
Bentley-Anderson, Beryle L., Training Complement
Bezner, Mark Jeffrey, Training Complement
Binner, Lawrence N., Diplomatic Security
Bisharat, Henry Louis, Training Complement
Bodine, Anne Christy, Training Complement
Braddock, Susan J., Seoul
Brown, Janie Pfaupz, Amman
Brown, Judith Frances, Training Complement
Brown, Robert K., Office of Communications, Maintenance and Logistics Division
Burgess, Denise Naomi, Training Complement
Burns, Arminta M., Addis Ababa
Carmack, Maryann S., Lagos
Carragher, Danadee Eloise, Buenos Aires
Cartner, Donna J., Nicosia
Cecchini, Sandra J., Training Complement
Clark, Sandra Elaine, Training Complement
Corbett, Nancy Lynn, Training Complement
Crawford, Gregory A., Lima
Curry, Dennis L., Training Complement
Daniels, Rita Kay, New Delhi
Darrach, Sylvia Chavez, Gaudalajara
Davidson, Jon A., Tel Aviv
Dean, Nicholas Julian, Training Complement
Dyson, John, Training Complement
Eckardt, James H., Songkhla
Fermoselle, Pamela M., Mexico D.F.
Ferry, Brenda W., Manila
Fetter, David Richard, Training Complement
Figueroa, Richard A., Training Complement
Fleitman, Randolph H., Training Complement
Flynn, Sheila Marie, Training Complement
Foxworth, Dena Marie, Beijing
Froebe Jr., John A., Beijing
Fuller, Gerry William, Training Complement
Furuta-Toy, Julia Ann, Mazatlan
Gion, Patricia A., Kuwait
Gottlieb, Hope Ilona, Training Complement
Hardesty, Diana G., London
Hearne, Charles A., Bureau of Diplomatic Security
Heffron, Kathleen Martin, Training Complement
Hernandez, Gloria, Mexico
Hill, Nicholas Manning, Training Complement
Hill, William R. G., Training Complement
Holt, Marilyn P., Nairobi
Houston III, Robert B., Beijing
Jacobson, Linda C., Harare
Jones, Linda F., Paris
Kaska Jr., Edward Wesley, Training Complement
Kennedy, Luiz Marina R., Hermosillo
Kraemer, Carole, Training Complement
Krupnick, Alison, Training Complement
Leahy, Timothy E., Training Complement
Lefkowitz, Cynthia R., Canberra
Marrano, Anastasia Nancy, Athens
McAuley, David, London
McDowell, Patricia J., Paramaribo
McGee, Trinidad B., London
McGeehan, Mary Grace, Training Complement
McIlvain, Anne M., Training Complement
Mok, Samuel Tinsing, Training Complement
Montel, Gilda G., Mexico
Moore, Evelyn M., Milan
Myers, Dana E., London
Nager, Jackie L., London
Ness, Howard O., Mexico
Niblock, Susan Butler, Jakarta
Peterson, Mercidita M., Bonn
Philo, William H., Bureau of Diplomatic Security
Plummer, Zarina V., Riyadh
Plymale, Sandra Gail, Mogadishu
Polansky, Brenda, Kuwait
Puccetti, Michael Dean, Training Complement
Pybus, Nani Suzette, Training Complement
Richardson, Jeanne M., Toronto
Riley IV, Richard Henry, Training Complement
Roberto, Ricardo Antonio, Training Complement
Sanchez, Maria Theresa, Mexico
Savitz, Philip William, Training Complement
Sikand, Ravindar K., Deputy Assistant Secretary for Operations
Sisson, Kara Ann, Jakarta
Spishakoff, Carmen, Monterrey
St. Clair, Michael Kevin, Training Complement
Strickler, Valorie G., Geneva-United States Mission
Sturgis, Francis M., Canberra
Sullivan, Helen V., The Hague
Sullivan, Stephanie S., Training Complement
Tresnjak-Smith, Sylvija, Krakow
Tueller, Deneece G., Riyadh
Upston, John Edwin, Kigali
Uyehara, Michael M., Training Complement
Vesey, Mary K., Colombo
Walker, Michelle, London
Weinstein, William, Training Complement
Whittlesey, Cynthia Lee, Training Complement
Williamson, Kathleen Ruth, Colombo
Wing, Robert S., Training Complement
Wisenbarger, Phyllis R., Stuttgart
Yi, Eunice Unmi, Seoul
Yovanovitch, Marie L. Training Complement
Zuhl, Benjamin, Krakow □

Transfers

Ahmed, Naim, Secretariat Staff to Foreign Service Institute, Language Training
Alexander, Susan Elaine, Mexico to St. Johns
Anske, Kay L., Mali to Manila
Arrizabalaga, Edward P., Santiago to Mexico
Augustine, Peter K., Foreign Service Institute, Language Training to Sofia
Ayers, Daniel A., Thailand to Office of Communications
Balderas, Bobby, Uruguay to Karachi
Barnett, Margaret A., Dominican Republic to Shanghai
Bellard, Scott D., East Asian and Pacific Affairs to Foreign Service Institute, Language Training
Bohnet, Dwight D., France to Dhahran
Boyd, Paul Lawrence, Spain to Intelligence and Research, Current Intelligence Staff
Breese, Terry Alan, East Asian and Pacific Affairs to Foreign Service Institute, Language Training
Burgess, Christopher T., Russia to European and Canadian Affairs
Butler, Michael, European and Soviet Affairs to Foreign Service Institute, Language Training
Coffman, Steven P., Executive Secretariat, Operations Center to Foreign Service Institute, Language Training
Cook, Marvin C., Germany to Prague
Curtain, Marlene L., Inter-American Affairs to Medical Services
Cusick, Anne Kathryn, Mexico to Near Eastern and South Asian Affairs
Davis, Richard V., Lebanon to Office of Foreign Buildings
Dickson, Loretta, Egypt to Sydney
Dilisio, Vilma Mae, Bureau of Personnel, Office of Foreign Service Career Development and Assignments to St. Georges
Dolezal, Carole Ann, Kinshasa to African Affairs
Eaton, William A., Bureau of Administration and Security to Under Secretary for Management

Farrell, Jerome T., Germany to Doha

Fitzpatrick, Karen E., Italy to European and Canadian Affairs

Fitzpatrick, Kathleen M., Executive Secretariat, Operations Center to Secretariat Staff

Flohr, Linda C., Jamaica to Inter-American Affairs

Frost, Gregory T., Foreign Service Institute, Language Training to Tijuana

Gorsky, Jeffrey H., Counselor of the Department to Intelligence and Research, Office of Analysis for Western Europe

Hendon, Owen W., Oman to Construction Management Division

Hewitt, Marianne B., Hong Kong to Jakarta

Hogan, Michael J., Germany to Ciudad Juarez

Horne, Richard L., European and Canadian Affairs to International Organization Affairs

Hudson Jr., Clarence A., Philippines to Arms Control and Disarmament Agency, United States

Imburg, Elizabeth L., Panama to Bureau of Personnel

Jaworski, Richard E., United Kingdom to Moscow

Johnson, Frances Faye, Politico-Military Affairs to Foreign Service Institute, Language Training

Johnson, Wesley D., Greece to Kabul

Jordan, Dan J., Mexico to Office of Supply, Transportation and Procurement

Kamer, Helen L., India to Bangkok

Karlen, Dale A., Bureau of Diplomatic Security to Foreign Service Institute, Language Training

Kimball, Robert H., Indonesia to Office of Communications

Kirkpatrick, Alexander T., Intelligence and Research to Antananarivo

Kosler, Lily S., Fiji to Tel Aviv

Kruchko, Stephen J., Japan to Sanaa

Kuehl, Craig L., Mexico to Tunis

Kutsmeda, John E., Communications and Planning Engineering Division to Office of Communications

Lambertson, David F., Australia to Seoul

Leary, John C., Bureau of Inter-American Affairs to St. Georges

Leven, Charles H., Germany to Bureau of European and Canadian Affairs

Levin, Herbert, Near Eastern and South Asian Affairs to Oceans and International Environmental and Scientific Affairs

Livingston, Laura L., India to Calcutta

Long, Margaret L., Hong Kong to Nassau

Lyles, Joanne Rainey, Tanzania to Vict Mahe

Macias, Sally K., Argentina to Inter-American Affairs

Mason Jr., Donald T., Greece to Khartoum

Matthews, Carl B., Office of Communications to Office of Communications, Foreign Operations

Matthews, Wendell A., Jordan to Bangui

Meyers, Michael W., Russia to Dhaka

Montagne, Elizabeth A., United Kingdom to Monrovia

Montgomery, Ann C., Bureau of Refugee Programs, Regulations and Correspondence Division to Bureau of Refugee Programs, Admissions Programs Division

Montgomery, James M., Legislative and Intergovernmental Affairs to Bureau of Human Rights and Humanitarian Affairs

Mosley, Fanny S., East African Affairs to Bureau of African Affairs

Mulhall, Patricia, Czechoslovakia to European and Canadian Affairs

O'Neal, Molly L., Foreign Service Institute to Secretariat Staff

Odell, Deborah M., Refugee Programs to Bureau of African Affairs

Olmon, E. Parks, East Asian and Pacific Affairs to Foreign Service Institute, Language Training

Papendick, Josefina L., Training Complement to Hong Kong

Pavlik, Joan D., Norway to Havana

Pina, Jeannette C., Canada to Lima

Porto, Mary L., Brazil to Near Eastern and Southern Asian Affairs

Ricciardi, Coreen Louise, Bureau of Administration and Security of Bureau of African Affairs, Executive Director

Ricciuti, Nicholas James, Management Operations to Executive Secretariat, Operations Center

Roberts, Ronald MacDonnell, Foreign Service Institute, Language Training to Bucharest

Sahli, Evelyn R., Kuwait to Riyadh

Savery, James H., Near Eastern and South Asian Affairs to Bureau of Personnel, Board of Examiners

Sawyer, Roger Everett, Foreign Service Institute to Ottawa

Schweitzer, G. Manfred, Politico-Military Affairs to Rabat

Smith, Claris J., European and Canadian Affairs to Rome

Smith, Garry C., Bureau of African Affairs to Kampala

Spakauskas, Anthony, Inter-American Affairs to Foreign Service Institute

Stegelmann, Ingrid M., Brazil to Bureau of African Affairs

Strelick, Arthur P., Office of Supply, Transportation and Procurement to Foreign Service Institute, Language Training

Sullivan Jr., Paul B., Ireland to Panama

Surena, Jean R., Office of Supply, Transportation and Procurement to Foreign Service Institute, Language Training

Sutow, Edmund Keith, Canada to Oceans and International Environmental and Scientific Affairs

Tarby, Dorothy M., Soviet Union to Pretoria

Tennant, S. Louise, Israel to Tel Aviv

Thompson, Gail A., Foreign Service Institute, Language Training to Bucharest

Tisak, M. Susan, Peru to Near Eastern and South Asian Affairs

Tomsen, Peter, Near Eastern and South Asian Affairs to Beijing

Trotter, Charles D., Saudi Arabia to Bureau of Oceans and International Environmental and Scientific Affairs

Trum, James G., El Salvador to Bureau of Administration and Security

Tyler, David A., Sierra Leone to Stuttgart

Viggiano, Michael A., France to Budapest

Warnell, Jimmie D., Singapore to Jakarta

Waters, Rebecca Roberts, Beijing to Jerusalem

Weinland, Helen, Rwanda to International Organization Affairs

White, Donna R., Office of the Under Secretary for Security Assistance, Science and Technology to Deputy Assistant Secretary for Communications

Wildermuth, Ronald A., Barbados to Antananarivo

Young, Mark, Inter-American Affairs to Buenos Aires

Yuhasz, Raymond Alexander, Costa Rica to Inter-American Affairs □

Resignations

Anderson, Joseph Albert, Bureau of Personnel, Office of Management

Bevill, Robert Lewis, Antananarivo
Bramer, Susan L., Montevideo
Carper, Colleen Marie, Dakar
Chiu, Sin Yu, Bureau of Personnel, Office of Management
Davey, Richard A., Buenos Aires
Dulberger, Jack Kevin, Bureau of Intelligence and Research
Endresen, Patricia L., Warsaw
Feigenberg, Mitchell H., Foreign Service Institute
Fox, Galen W., Bureau of Personnel
Furlong II, Francis X., Office of Foreign Buildings
Goldbeck, Carla J., Seoul
Gonzales, Judith Lynn, Bridgetown
Harry, Jane, Conakry
Hayashi, Michael, Bureau of Personnel, Office of Management
Jackson, David L., Bureau of Personnel, Office of Management
Johns, Joseph M., San Salvador
Jomeruck, Muriel R., Pretoria
Kaddaras Jr., James C., Panama
Leary, Margareth H., Sao Paulo
Lefkowitz, Cynthia R., Canberra
Mack, Bettie F., Abidjan
Marston, Mary F., Canberra
Milburn, Elena M., Georgetown
Nyborg, Keith Foote, Helsinki
Overby, Carol M., Monrovia
Perez, Carlos, Bureau of Personnel, Office of Management
Roark, Eileen Frances, Lagos
Roughead, Donna S., Monrovia
Saif, Miriam, Trieste
Spilsbury, Gail D., Georgetown
Steenson, Gary P., Beijing
Tilles, Claudia M., Algiers
Wang, Caroline, Bureau of Personnel, Office of Management
Yarbrough, Paula L., Kuwait □

Retirements

Asencio, Diego C., Brazil
Atcherson, Larry H., Nassau
Blust, Merwin Carl, Office of the Secretary of State
Clute, Claude J., Bangkok
Charbonnier, Geraldine B., Bureau of African Affairs, Office of Regional Affairs
Fergusson, Harvey, Intelligence and Research
Kimball, Robert H., Bureau of Administration and Security
Lumsden Jr., George Q., Bureau of Near Eastern and South Asian Affairs
McClelland, Donna C., Mogadishu
McCoy, Richard A., Bureau of Personnel, Office of Foreign Service Career Development and Assignments
Nagy, Ernest A., London
Rigby, Robert W., Paris
Rush, Constance M., Tijuana
Wythe, Evelyn A., Bureau of Consular Affairs □

Senior pay awards

Members of the Senior Foreign Service listed below have been named to receive Department performance pay awards for "outstanding performance" during the period April 16, 1984, through April 15, 1985. The 267 awards range from $10,000 to $4,000.

The performance pay is being awarded in accordance with recommendations of the Senior Foreign Service Performance Pay Board which met on January 21. Awards were allocated among four categories of members who competed separately as presidential appointees, regardless of class; generalists in classes FE-CM and FE-MC; generalists in class FE-OC; and specialists, regardless of class. The recipients:

Anderson, Donald M.
Anderson, Laurence Desaix
Anderson, Robert
Armacost, Michael H.
Asencio, Diego C.
Babcock, Kenneth B.
Balabanis, G. Paul
Baquet III, Charles R.
Barkley, Richard C.
Barnes Jr., Harry G.
Barraclough, William G.
Bartholomew, Reginald
Bellochi, Natale H.
Bergold Jr., Harry E.
Berlind, Alan D.
Bernal, Caesar P.
Bishop, James K.
Bloch, Felix S.
Block, Stephen M.
Boehm, Richard W.
Boeker, Paul H.
Bogosian, Richard W.
Boright, John P.
Bowers, Charles R.
Boyle, John A.
Bray III, Charles W.
Breckon, M. Lyall
Bremer III, L. Paul
Bridges, Peter S.
Briggs, Everett E.
Brooks, Thomas Stanley
Brown, Richard C.
Brown, William A.
Brown, William B.
Bruce, Robert L.
Busby, Morris D.
Bushnell, John A.
Carolan, Jr., Thomas J.
Casey Jr., Edward A.
Chapin, Frederic L.
Clark Jr., Warren
Clark Jr., William
Clark, Bruce W.
Clark, Joan M.
Clark, John Eignus
Cleveland, Paul M.
Clingerman, John R.
Cluverius IV, Wat T.
Coburn, Harry, L.
Cohen, Herman J.
Colwell, Thomas C.
Combs Jr., Richard E.
Condayan, John
Connors, Michael V.
Constable, Elinor G.
Cook, Frances D.
Cooper, James Ford
Countryman, John R.
Covey, James P.
Creekmore Jr., Marion V.
Cundiff, Carl C.
Cutler, Walter L.
Davis Jr., John R.
Davis, Allen C.
De Vos, Peter Jon
Deal, Timothy E.
Dean, John Gunther
Dejarnette, Edmund T.
Depree, Willard A.
Dittmer, Clark M.
Dobbins, Jr., James E.
Dunlop, Thomas P. H.
Dustin, Eben H.
Eagleton Jr., William L.
Edgar, William H.
Edmondson, William B.
Eggertson, Paul Fred
Ellis, Clarke N.
Ericksen, Emil P.
Farley, Vincent J.
Farrand, Robert W.
Ferch, John A.
Ferriter, John P.
Fields, David C.
Flanigan, Alan H.
Flaten, Robert A.
Flatin, Bruce A.
Flower III, Ludlow
Freeman Jr., Charles W.
Freeman, Anthony G.
Fritts, Robert E.
Frowick, Robert F.
Funseth, Robert L.
Gamble, Roger R.
Gelbard, Robert S.
Gelber, Herbert Donald
Gibson, Stephen R.
Gillespie Jr., Charles A.
Gilmore, Harry J.
Glaspie, April C.
Glitman, Maynard W.
Goff, Paul A.
Goodby, James E.
Grove Jr., Brandon H.
Halford, Scott S.
Hare, Paul J.
Harrison, Roger G.
Harrop, William C.
Hartman, Arthur A.
Haverkamp, Roy T.
Helfrich, Gerard F.
Hill, M. Charles
Holdridge, John H.
Hollingsworth, Jr., Hugh B.
Holmes, Henry A.
Horowitz, Herbert Eugene
Howarth, Richard H.
Howland, Richard C.
Hughes, Arthur M.
Hulings III, Joseph S.
Hummel Jr., Arthur W.
Hurwitz, Edward
Imus, Richard H.
Jaeger, George W.
Johnstone, Larry Craig
Jones, George F.

Kamman, Curtis W.
Kauzlarich, Richard Dale
Kelly, John H.
Kemp, Larae Washington
Kilday, Lowell C.
Killion, Dalton Y.
Kirk, Roger
Korn, David Adolph
Kornblum, John C.
Lamb, Denis
Lamb, Robert E.
Lambertson, David F.
Landau, George W.
Lane, Larry F.
Lavorel, Warren A.
Ledogar, Stephen J.
Lehovich, Vladimir
Levin, Burton
Levitsky, Melvyn
Low, Stephen
Luers, William H.
Lyne, Stephen R.
Mack, David L.
Maresca, John J.
Marsh, William H.
Mason, Dwight N.
Matlock Jr., Jack F.
McAninch, Vernon D.
McCall, Sherrod B.
McCormack, Richard L.
McKinley, Brunson
McLaughlin, Joseph D.
McManaway Jr., Clayton E.
McNamara, Thomas E.
Melton, Richard H.
Moffat, Jay P.
Monjo, John C.
Montgomery, James M.
Moore, Bert C.
Moose, George E.
Moran, James B.
Morefield, Richard H.
Morris, Robert G.
Morris, Robert J.
Mount, Day Olin
Murphy, Richard W.
Negroponte, John D.
Neher, Leonardo
Newlin, Michael H.
Newton, David G.
Niles, Thomas M.T.
Norris Jr., Chester E.
Oakley, Robert B.
Ogden, Jerome C.
Ogden, Richard M.
Ortiz Jr., Frank V.
Palmer, Robie M.H.
Parris, Mark Robert
Passage, David D.
Peck, Robert A.
Pelletreau Jr., Robert H.
Pendleton Jr., Miles S.
Penfold, John H.
Perkins, Edward J.
Pettinga, Frank L.
Pickering, Thomas R.
Pixley, Burnett Q.
Placke, James A.
Platt, Nicholas
Polansky, Sol
Precht, Henry
Pryce, William T.
Quainton, Anthony C. E.
Ranson, David M.
Raphel, Arnold L.
Rattray, Alexander L.
Reddy, Leo J.
Ribera, Robert C.
Rich Jr., Robert G.
Ridgway, Rozanne L.
Robinson, Roger H.
Rondon, Fernando E.
Rosenthal, James D.
Rouse, John Hall
Rowell, Edward M.
Roy, J. Stapleton
Rushing, Charles E.
Ryan, Mary A.
Salmon, William C.
Schaffer, Howard B.
Sebastian, Peter
Seitz, Raymond G.H.
Service, Robert E.
Shankle, Jr., Arthur P.
Shea, Terence J.
Sherman, Jr., George F.
Sherman, William C.
Shlaudeman, Harry W.
Shoesmith, Thomas P.
Simons Jr., Thomas W.
Sipprelle, Dudley G.
Skoug Jr., Kenneth N.
Smith Jr., Dane F.
Smith, N. Shaw
Smith, Richard J.
Spiers, Ronald I.
Stearns, Monteagle
Steiner, Steven F.
Stewart, John Todd
Stout, Charles R.
Streator Jr., Edward J.
Streeb, Gordon L.
Suddarth, Roscoe S.
Swartz, David H.
Swing, William L.
Taylor, Clyde Donald
Taylor Jr., Rush W.
Taylor, John J.
Teare, Richard W.
Thayer, Harry E.T.
Thomas II, Charles H.
Tomseth, Victor L.
Trail III, George A.
Tull, Theresa A.
Veliotes, Nicholas A.
Viets, Richard Noyes
Vogelgesang, Sandra Louise
Walker Jr., Edward S.
Walker, William Graham
Watson, Alexander F.
Watson, Douglas K.
Wendt, E. Allan
Wilcox, Jr., Philip C.
Wilkinson, M. James
Williamson, Larry C.
Wilson, Jr., Emmett N.
Wilson, Richard L.
Wisner II, Frank G.
Woessner, William M.
Woods, Ronald E.
Wright, Roderick M. □

Commissioning, tenure board

The Commissioning and Tenure Board has completed its review of the files of the Foreign Service officer career candidates who were eligible for consideration at its December 1985 session. Following is the list of candidates recommended for tenure and appointment as FSOs (language probationers are not included on this list).

Andrews, Timothy D.
Baca, J. Richard
Barmon, Kathleen W.
Bassett, Leslie A.
Bishop, Clyde
Blau, Robert I.
Carter III, Phillip
Dean, Robert S.
Donahue, David T.
Evans, Charles W.
Friedheim, Daniel V.
Garland, Elaine L.
Grossman, Daniel P.
Hamilton, Anne W.
Hardesty, Linda K.
Jackson, Robert P.
Jones, Judith A.
Kiesling, John B.
Klemm, Hans G.
Lavorel, Sharon A.
Lowe, Benjamin M.
Marks, David M.
Moore, Wendela C.
Munoz, Arnold N.
Ostroff, David R.
Parker, Andrew C.
Presgrove, Barbara
Rapson, Robert G.
Reichelderfer, Thomas
Running, Eric W.
Scaletta Jr., Thomas
Segura-Giron, Bernardo
Seldowitz, Stuart M.
Smith, Daniel B.
Syring, W. Patrick
Tadie, Eugene P.
Tidball, Alyce J.
Tiernan, Thomas J.
Troxel, Alan D.
Tunis, Jeffrey S.
Turley, Frank C.
Wagner, Susan M.
Young, James M.
Zelle, Susan W. ■

Ambassador *Loren E. Lawrence* receives retirement plaque from *Herman J. Cohen*, deputy assistant secretary for personnel, second from left. At far left is diplomatic security director *Robert E. Lamb*. *Mrs. Lawrence* is with them.

Honors and Awards

WINNIPEG, Canada—Ambassador *Thomas Niles*, on a trip to this U.S. consulate general north of the Minnesota border, presents meritorious honor cash awards to consular assistants *Brenda Meyers* and *Beverly Matte*. From left are: vice consul *Frank Kerber*, Ms. Meyers, Mr. Niles, Ms. Matte, consul general *Victor Abeyta*, vice consul *Phillip Carter III*.

ADMINISTRATION—The deputy assistant secretary for operations, *John Condayan*, left, presents Meritorious Honor Award to *Truman Brown*, director, Office of Supply, Transportation and Procurement.

KHARTOUM, Sudan—At award ceremony in this African nation west of Ethiopia, from left: *L. Schiermeyer, Foti Pandalakis, Habtom Yakob*, Ambassador *Hume Horan, M. Saie, Kang Kil, Kim Gallant*. Kneeling: *A. Adusumo, M. Haroun, Ali I. Malik, A. Sasa, Andrew Tutto, Robert E. Claus, George Ayad, Tasfay Ambay*. ■

Bureau Notes

The Seventh Floor

Secretary's Office

SECRETARY SHULTZ traveled to Stockholm, Sweden, March 14–16, to lead the U.S. delegation attending the funeral services of Swedish Prime Minister OLOF PALME. Advancing the Secretary's trip were Secretariat Staff officers DEBORAH GRAZE and MOLLY O'NEAL, and secretarial assistants SAADIA SARKIS and DOROTHY SIMMONS. Accompanying the Secretary to Stockholm were NICHOLAS PLATT, special assistant to the Secretary and executive secretary of the Department; BRUNSON McKINLEY, deputy executive secretary; PATRICK KENNEDY, executive director, Executive Secretariat; JOHNATHAN BENTON, special assistant to the Secretary; KATE MILNE, secretary, Office of the Secretary. Also accompanying the Secretary were ROZANNE RIDGWAY, assistant secretary for European affairs, and BERNARD KALB, assistant secretary for public affairs.

From March 20–30 the Secretary traveled to France, Turkey, Greece, Italy and Rome. This trip was Mr. Shultz' first visit as Secretary to Turkey and Greece. In Paris, France, the Secretary delivered a speech to the Stanford University Alumni Association's first international conference. In Turkey, Greece, Italy and France, the Secretary reviewed bilateral and multilateral issues with government and political leaders. While in Rome, the Secretary had an audience with his Holiness Pope JOHN PAUL II, Easter Sunday, at the Vatican. Those accompanying the Secretary and the advance members of the trip included M. CHARLES HILL, executive assistant to the Secretary; Mr. McKinley, Mr. Kennedy; special assistants JOHNATHAN BENTON and GERALD ANDERSON; special assistant KAREN GALATZ; personal assistant JOYCE NESMITH; personal secretaries ELIZABETH GASTON and Ms. Milne; Secretariat Staff officers TIM COLLINS, Ms. Graze, KATHLEEN FITZPATRICK, EDWARD SMITH, ANGUS SIMMONS and GLYN DAVIES. Secretarial assistants included MARTI SZRAMEK, BONNIE BENDER, DOROTHY SIMMONS, MILDRED ENGRAM, SHARON OHTU and DONNA DEJBAN. Also accompanying the Secretary were Richard Solomon, director, Policy Planning Staff, and Mr. Kalb and Ms. Ridgway. □

Office of the Under Secretary for Political Affairs

Under Secretary MICHAEL ARMACOST addressed the Executive Council for Foreign Diplomats, in the East Auditorium, March 17 . . . On March 25 he traveled to Columbia University to address the 25th anniversary celebration of the School of International and Public Affairs. He was presented with the first International Fellows Award there, for "distinguished service in international affairs." . . . On March 30 he appeared on NBC's "Meet the Press." □

Office of Protocol

At a White House ceremony on March 11, chief of protocol SELWA ROOSEVELT escorted to the President the appointed ambassadors of Peru, Finland, Panama, Bolivia, Colombia and Burkina Faso, for presentation of credentials . . . Mrs. Roosevelt presented cash awards to RANDELL BUMGARDNER, WILLIAM CARTER, IRIA MAHASITILAB, MARY MASSERINI, ALEXANDRA MILLER and SHIRLEY STEWART; quality step increases to CATHERINE GERARDI, LYNNE MILLER and LINDA MYSLIWY; a meritorious step increase to MARYELLEN VANDIVIER; and certificates of appreciation (Combined Federal Campaign) to LOUISE BENNETT, Mr. Bumgardner and ALEXANDRA MILLER . . . Mrs. Roosevelt escorted the prime minister of Canada and his wife during their official visit to Washington. Private visits to Washington were made by the prime minister of Ireland and the foreign ministers of Benin and Canada. Coordinating the visits were JAMES MANNING, Ms. Mysliwy and SAMUEL CASTLEMAN . . . Mrs. Roosevelt, assisted by acting assistant chief PAMELA GARDNER and APRIL GUICE, supervised arrangements for the annual reception and buffet supper of Secretary and Mrs. Shultz in honor of the chiefs of diplomatic missions and their spouses, in the Benjamin Franklin Room, March 7. Assisting were deputy chief TIMOTHY TOWELL, associate chief RICHARD GOOKIN, assistant chief DOUGLAS HARWOOD, PATRICK DALY, DELILAH LILLY, CHRISTINE McBRIDE, JOAN JUNGFLEISCH, Ms. Stewart, Mr. Bumgardner, Ms. Bennett, TINA MORRIS, CYNTHIA THOMAS, ELIZABETH EELLS, LAWRENCE DUNHAM, Ms. Gerardi, KIM MIDDLETON, GEORGIA BOOTH, JAYN MONTHIETH and CHENOBIA CALHOUN.

Mr. Towell presided at the swearing-in ceremonies of GASTON SIGUR as assistant secretary for East Asian and Pacific Affairs, and PAUL D. WOLFOWITZ as U.S. ambassador to Indonesia . . . Mr. Gookin briefed Fort Bragg foreign area officer wives on Protocol's role in the Department . . . He testified before a Senate subcommittee, March 18, on the Department's role in proposals to erect memorials and monuments in Washington . . . REBECCA BOYD and JULIE ANDREWS traveled with the White House advance team for the first lady's visit to Atlanta, to address the PRIDE conference (Parents' Resource Institute for Drug Education) . . . General Services Administration administrator TERENCE C. GOLDEN; DOUGLAS HARWOOD of Protocol; SANDRA SHARPE, Blair House Restoration Fund executive secretary; and CASSANDRA STONE, Blair House assistant curator, toured the President's guest house, Blair House, to observe progress of the renovation, which is one-quarter complete and on schedule. CAROL SOMERVILLE, Blair House manager, is overseeing the project for Protocol.

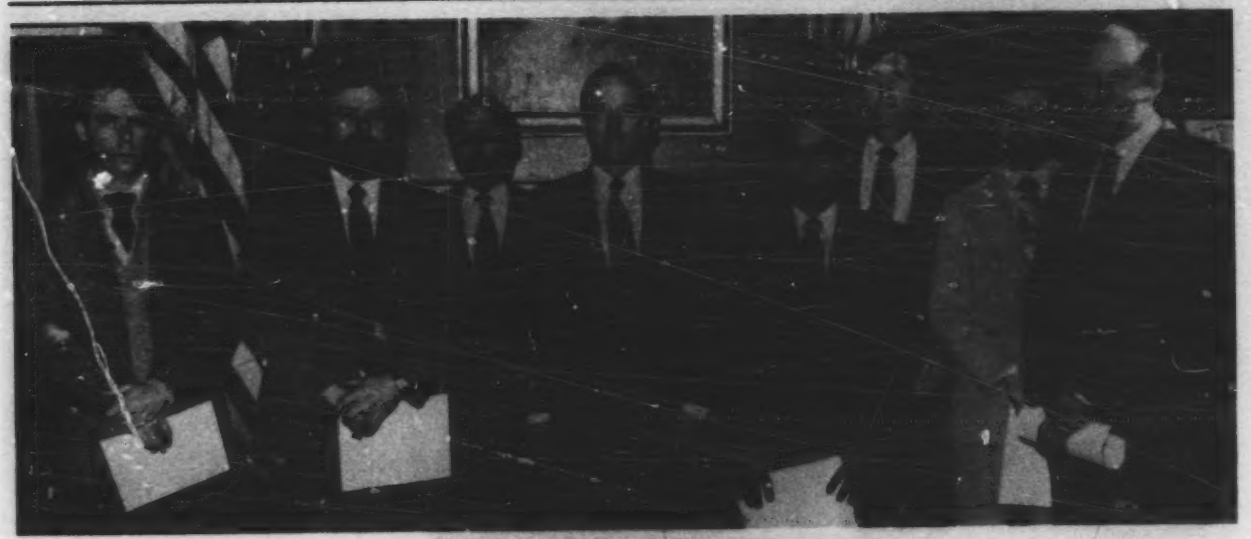
MICHELE ROSSI of the ceremonial section has resigned to take a position in the Office of the Attorney General. □

Administration

Office of the Executive Director

The new chief of the Administrative Services Division is CLARENCE (BUTCH) PAGE, formerly of the Bureau of European and Canadian Affairs. □

ADMINISTRATION—Assistant Secretary *Donald J. Bouchard*, left, presents Meritorious Honor Award to *Jerome F. Tolson*, director, Allowances Staff.



PARIS, France—Communications officers receive meritorious step increases. From left: *Dennis Watson, Richard Lowe, Paul Doumitt,* Ambassador *Joe M. Rodgers, Henry Castillo, Ray Shankweiler, Dwight Bohnet, Robert Rigby.*

Office of Communications

Deputy assistant secretary ROBERT C. RIBERA addressed the 32nd junior officer class of the Foreign Service, at the Foreign Service Institute, in March. He briefed class members on the communications assets of the Department ... Guest speakers for the Office of Communications monthly meeting in March were KENNETH KIDWELL, chief, communications security, and RICHARD RAPIER and DAVID NOACK, Communications Security Staff. The topic was Communications Security activities, with briefings provided on national and Department-level actions underway and contemplated for the future ... Mr. Ribera and the chief of maintenance and logistics, DAVID BORTER, briefed a group of 20 recently-hired communications electronics officers, on their new careers and what they could expect in the coming years.

The following communications personnel were on consultation recently: CHARLES CAESSENS, Madrid; JANE FLORENCE, Karachi; HERMAN ELLINGTON, Freetown; GREG TYSONS, La Paz; CHARLES HUSEMAN, New Delhi; ROBERT REED, Khartoum; JOSEPH O'BRIEN, Bucharest; THOMAS BELL, Madrid; KATHRYN COOK, Karachi; NANCY HIGH, Athens; LUIS DIAZ-RODRIGUEZ, Bonn; WILLIAM McMANUS, Moscow; WILLIAM PATTERSON, Brussels; ALBERT HOLLOWAY, Brasilia; RAE TEMPERTON, Nairobi ... Completing courses in the Communications Training Division were VINCENT LIMA; VERN MILLS; CHARLES CAESSENS, Madrid; HERMAN ELLINGTON, Freetown; EDWARD SAUNDERS, Cairo; KELLEY DUPUIS, Frankfurt; RICHARD FASCIGLIONE, Bonn; LEONARD KRASKE, Panama; ROSCOE LINDSEY, Rio de Janeiro; LESLIE VAUGHAN, Ouagadouga; JOSEPH LOGUIDICE, Dhaka; MICHAEL CESENA, Capetown; PATRICIA CRUM, Rome; LEWIS FIERKE, Kuwait; GARY KOELSCH, Baghdad; ALICIA STIDHAM, Vienna; BOB BOBLITZ, Vientiane; CONRAD RIPPE; GREG TYSONS, La Paz; JEWELLENE WILSON, rover; ROBERT REED, Khartoum; RUSSELL LeCLAIR, New Delhi; TIMOTHY TICKNER, Manila; RUDY LORENZ, The Hague; DEBRA CRUTCHFIELD, Curacao; RICHARD WESTON, Palermo; LOLA TIMMINS, Hermosillo; JACALYN STEIN, Rome; DAVID MERRITT, Bridgetown; BARBARA SCHWARTZ, London; SHELBY FRIDAY, Jeddah; JAMES METZGER, RAE TEMPERTON, Nairobi; WILLIAM PATTERSON, NATO; KATHRYN COOK, Karachi; JOSEPH COMFORT, RON JAWORSKI; CHARLES LYNDE, rover; ETTA WILKINSON, rover; NANCY HIGH, Athens; THOMAS BELL, Madrid; CHRIS BONSTEEL, Capetown; JOHN GILLDREN, new hire; RAYMOND NORRIS; CAROLE MORTON, Quebec; JEANINE JACKSON, Zurich; CATHERINE McGRATH; ALAN PATERSON, new hire; BURDETTE HAMMITT; rover; JOHN GILLGREN, new hire. □

AMMAN, Jordan—Deputy chief of mission *Edward Gnehm* reads citations for meritorious honor and step-increase awards for *Duane Bredeck*, communications program officer, and *Michael Monday*, support communications officer (right).

Office of Language Services

NEIL SEIDENMAN and ALEC TOUMAYAN accompanied VICE PRESIDENT BUSH on his trip to Europe ... STEPHANIE VAN REIGERSBERG assisted Ambassador PHILIP HABIB during his trip to four Central American countries ... Russian interpreter DIMITRY ZARECHNAK flew to Stockholm for the meeting between SECRETARY SHULTZ and the Soviet prime minister ... Other travel included that of GALINA TUNIK-ROSNIANSKY to Moscow, LILLIAN NIGAGLIONI to San Diego and Tijuana and RITA BOREN to Bogota.

After the conclusion of the nuclear and space talks in Geneva, staff interpreters DIMITRI ARENSBURGER and WILLIAM HOPKINS were held over to assist contract interpreter WILLIAM KRIMER and translator LAWRENCE BURRELL with the language support for the Standing Consultative Commission ... Office director HARRY OBST, interpreter BARBARA PHILLIPS and reviewer JACQUELINE JARMAN coordinated language support for two successive weeks of committee meetings of the Codex Alimentarius, in the Department, March 10–21. There was a night shift of translators. □

Consular Affairs

In the spirit of Gramm-Rudman-Hollings, Consular Affairs has closed its part-time passport acceptance facility on Capitol Hill. This cost-saving measure will enable Passport Services to consolidate its operations for serving congressional members and their staffs.

The Systems Application Staff welcomed PAT (JETT) LaRUE, BOB SIEGEL, JOHN COOK, AL COLEMAN and EFRAIN ORTIZ ... Senior deputy assistant secretary MICHAEL H. NEWLIN presented awards to the employees of the Philadelphia Passport agency, for their work during the agency's conversion from manual to automated processing ... ED KAPLAN, acceptance agent coordinator at the Northeast Processing Center of Passport Services, retired on March 28. He was awarded a plaque for 17 years of service with Passport Services, during which he worked at the Rockefeller Center, Stamford and the Northeast Center ... NELLIE BACON, acceptance agent coordinator, and DOROTHY MORGAN, fraud coordinator, Miami Passport Agency, conducted a workshop for southern Florida acceptance agents, with emphasis on identification features of the acceptance process ... JAMES STANLEY, regional director, Miami Passport Agency, spoke to the Democratic Women's Club of Miami about travelers' safety and the passport application process.

At the Northeast Processing Center, JAMES HICKEY, LISA JOHNSON and DEBRA THOMAS received quality step increases ... JEFFREY SMITH received a cash award of $300 ... SAKAE M. HAWLEY, regional director, Los Angeles, and VINCENT MOORE, assistant regional director, attended a reception given by the Canadian consul general, JOAN WINSER, in honor of JACK MURTA, minister of state for tourism for Nova Scotia ... They inspected the Canadian tall ship, the Bluenose II, which was docked at the port of Los Angeles on a good-will/tourism visit.

GARY VALLEY, senior examiner, Seattle Passport Agency, transferred to the Los Angeles Passport Agency ... EDWARD N. HART, regional director, Seattle Passport Agency, and DONNA MICHAELS, adjudication supervisor, attended the Seattle Federal Executive Board's President's Council for Management Improvement Productivity workshop ... ROBERT MORRIS, Office of Security, Seattle Field Office, briefed the Seattle adjudication staff regarding the changes in the arrest authority of security agents, regarding passport applicants suspected of fraud ... The Seattle agency welcomed a new processing supervisor, EDWARD J. GAFFNEY, and a new senior examiner, S. TERESA BOBOTEK.

Visa Services' deputy assistant secretary, VERNON PENNER, addressed graduate students at the University of Utah, March 7, concerning State career opportunities and the challenge of consular work ... THOMAS FUREY, special as-

SANTO DOMINGO, Dominican Republic—Consul general *Dudley G. Sipprelle* is presented a Superior Honor Award. Ambassador *Lowell C. Kilday* watches wife *Linda* pinning on the award.

GUADALAJARA, Mexico—At awards ceremony, from left: consul general *Irwin Rubenstein*, *Arturo Vazquez*, *Ana Rosa Salazar*, *Gilberto Villanueva*, *Olga Pena*, chief inspector *Raymond Gonzalez*, *Guadalupe Lima*.

sistant, was on temporary duty in Seoul, to provide assistance to the consular section, March 17–April 20 ... PETER KAESTNER, Visa Services Systems Liaison, traveled to Buenos Aires to install the immigrant visa applicant control system and the nonimmigrant visa computer-assisted processing system, and to Bogota, to provide followup training, April 5–26 ... The Coordination Division welcomed VIVIAN BARNES ... RICHARD ELAM was reassigned from the Fraud Division to Kingston ... GWENDOLYN QUARTERMAN retired on February 28.

MONICA GAW, Citizens Consular Services, attended an interagency meeting on child pornography and exploitation, in Washington, March 31 ... Representatives from the U.S. Customs Service, Post Office, the FBI and Department officials met to discuss interagency efforts to combat child pornography material transmitted via international mail ... JOHN H. ADAMS, director, Citizens Emergency Center, addressed prospective foreign exchange students at Georgetown University, March 24, concerning consular services available to Americans aboard ... The center welcomed the following new employees: ROBERT CALLARD, previously with Congressional Relations; SHIRLEY LOUISON, previously with Medical Services; and TAWANNA GLOVER, previously with the executive office ... BETTY McCUTCHAN, a mid-level entrant officer assigned to New Delhi, has been assigned to Overseas Citizens Services, March 31–June 13, as part of her consular training. □

East Asian and Pacific Affairs

Assistant Secretary GASTON SIGUR visited the Philippines, Thailand, Malaysia, Singapore and Japan, March 30–April 5. He held meetings with top government officials in each country. He also visited a refugee camp in Thailand ... While in Malaysia, he delivered a speech on U.S.-Association of Southeast Asian Nations relations, at a conference sponsored by the Center for Strategic and International Studies. He was accompanied by special assistant DEAN WELTY and RICHARD CHILDRESS ... Mr. Sigur, with deputy assistant secretary BILL SHERMAN and members of the Office of Japanese Affairs, participated, April 12–14, in the visit to Washington of Japan's prime minister ... Mr. Sigur participated, with deputy assistant JIM LILLEY and members of the Office of Australian and New Zealand Affairs, in the April 15–18 visit of the Australian prime minister ... He addressed the Cincinnati Council on World Affairs, April 18, on "Overall Policy Approaches to the Asian Region." ... Mr. Sigur testified, April 10, before the Senate Armed Services Subcommittees on Seapower and Force Projection and Military Construction ... He testified, April 16, before the House Foreign Affairs Subcommittees on Asian and Pacific Affairs and Human Rights and International Organizations, on developments in Korea.

BANGKOK, Thailand—Deputy chief of mission *Charles W. Freeman*, right, presents Meritorious Honor Award to consular officer *Frederick J. Vogel*.

Principal deputy assistant secretary JOHN C. MONJO participated in the second U.S.-Malaysia colloquium, at Airlie House, Va., March 10 ... On March 12 he testified before the House Appropriations Subcommittee on Foreign Operations, on 1987 foreign assistance for the East Asian and Pacific region, and before the House Foreign Affairs Asian and Pacific Affairs Subcommittee, on the prisoner-of-war issue ... On March 14 he testified before the House Appropriations Subcommittee on Commerce, Justice, State and Judiciary, regarding 1987 funding for the Asia Foundation ... He traveled to New York, March 26, to meet with the Indonesian foreign minister.

Deputy assistant secretary WILLIAM C. SHERMAN accompanied Defense Secretary CASPAR WEINBERGER to Seoul, to attend the annual security consultative meeting, and to Tokyo, for discussions with Japanese officials, March 31–April 6 ... HARRIET ISOM also attended the security consultative meeting.

Deputy assistant secretary JAMES R. LILLEY addressed the American Legion Auxiliary, February 24, at the Shoreham Hotel, Washington, on "U.S. Policy in East Asia." ... On February 28 he spoke at the Friday Forum, Phillips Academy, Andover, Mass., on "China and Taiwan." ... He addressed the National Press Club, Josh Javits Group, March 27, on "China/U.S. Trade Relations." ... On April 7, at the Department presentation for Jefferson fellows from the East-West Center, his topics was "Developments in East Asia."

Deputy assistant secretary WILLIAM PIEZ participated in the third series of a seminar on U.S.-Japan relations, sponsored by the Council on Foreign Relations, in New York, April 8 ... He addressed the spring class of the Massachusetts Institute of Technology senior executives, sponsored by the Brookings Institution, April 27, in the Department , on U.S.-East Asia Economic Prospects."

Special assistant DEAN WELTY briefed a high school group from Indiana, on developments in East Asia, March 20 ... On March 28 PAUL D. WOLFOWITZ, former assistant secretary for the bureau, hosted an awards ceremony honoring members of the bureau for their performance during his tenure. Receiving Superior Honor Awards were Mr. Monjo; JOHN FINNEY, deputy director, Office for Philippine Affairs; DANIEL HOWARD, director, Public Affairs Staff; AUREALIA BRAZEAL, deputy director, Office for Japanese Affairs; DONALD RAMAGE, bureau executive director; and JAMES BERG, political-economic adviser, Office for Micronesian Status Negotiations ... Receiving Meritorious Honor Awards: TERRY BREESE, country officer for Laos, Office for Vietnam, Laos and Cambodia; W. DAVID STRAUB, political officer, Office for Korean Affairs; and MARY ANN COTE, secretary, front office ... Superior honor group awards were presented to the Office for Philippines Affairs; Public Affairs Staff; Office for Vietnam, Laos and Cambodia; and the Office for the Pacific Islands ... Certificates of Appreciation were presented to the members of the Philippine task force, which covered the Philippine election ... Length-of-service awards were presented to Mr. Monjo and E. PARKS OLMON, each with 30 years service, and CHARLES KARTMAN, 10 years service ... A quality step increase was presented to COLLEEN KINNEY, staff aide, front office.

The Office of China Affairs deputy director, EUGENE MARTIN, participated in the China reporting conference in Hong Kong, March 10–11 ... After consultations there, he had discussions with Chinese and American officials, correspondents and business representatives in Guangzhou, Fuzhou, Xiamen, Shanghai, Wuhan and Beijing ... He met with representatives attached to the Pacific command in Honolulu ... The deputy director for economic affairs, JOAN PLAISTED, visited Hong Kong, Guangzhou, Chengdu, Xian, Shanghai and Beijing, February 26–March 21, to discuss post reporting, to meet the U.S. and Chinese government and business officials, and to observe, firsthand, China's economic reforms ... On April 7 she spoke at the Industrial College of the Armed Forces, to a group departing to study China's military and industrial structure ... On March 31 political officer MORTON HOLBROOK spoke on the Department's role in formulating foreign policy, as part of a lecture series sponsored by Valdosta State College, Ga. ... Political officer RUSSELL SVEDA spoke to groups, April 14–15, at the University of Minnesota and the University of North Dakota, as well as to civic groups and the media in both states, about the Sino-Soviet-U.S. "strategic triangle." ... Economic officer ROBERT GOLDBERG was in Hong Kong, Guangzhou, Shanghai and Beijing, April 1–25, to discuss bilateral economic issues and problem areas.

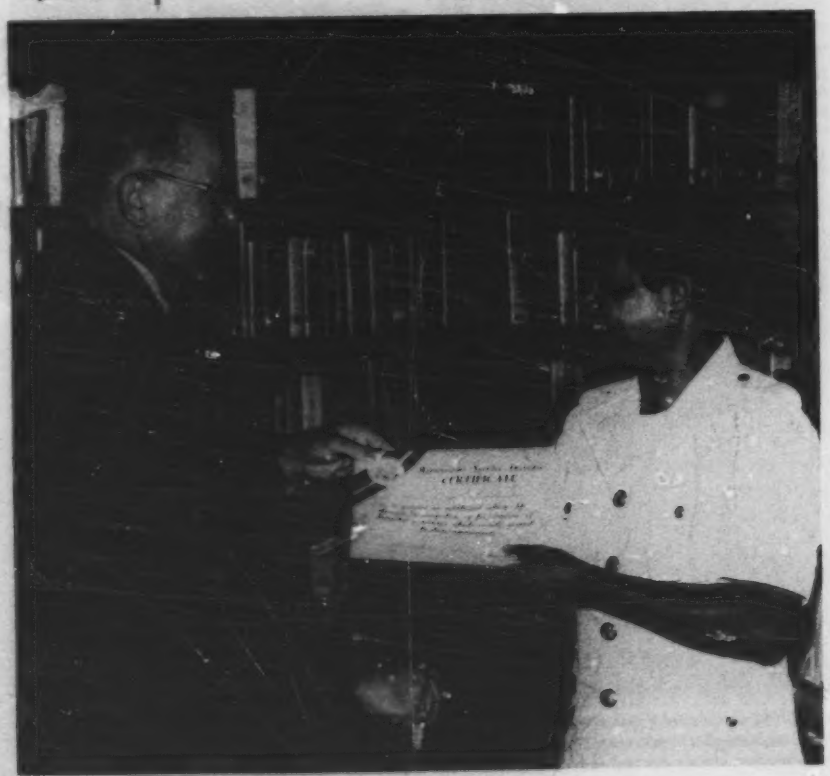
ROBERT B. DUNCAN, director, Office of Economic Policy, attended the second U.S.-Malaysia symposium, March 10–23, at Airlie House, Warrenton, Va. ... He represented the bureau at the meeting of the U.S. National Committee for Pacific Economic Cooperation, in San Francisco, March 21–22 ... He traveled to Seoul, Korea, to represent the bureau at the 35th Asia-Pacific Council of American Chambers of Commerce semiannual conference, April 9–12 ... He traveled to Manila, to participate in the Asian Development Bank meeting, April 28–29 ... WILLIAM TAGLIANI, economic/commercial officer, traveled to Bangkok, April 22–May 2, to attend the 42nd session of the Economic and Social Commission for Asia and the Pacific.

GORDON CUCULLU, Office of Regional Affairs, participated in an international exchange conference, March 18–21, hosted by Lewis-Clark State College, Lewiston, Ida. Discussed were security and stability in Asia, and prospects for expanding trade, particularly exports from the Pacific northwest to East Asia.

CHARLES B. SALMON JR., director, Office for Thailand-Burma Affairs, represented the bureau at the East Asia and Pacific regional narcotics conference, March 17–19, in Bangkok ... Attorney General EDWIN MEESE III and Prime Minister PREM TINSULANONDA of Thailand were among the officials who addressed the conference, which was cosponsored by the Bureau for International Narcotics Matters ... Following the conference, Mr. Salmon visited Bangkok and Rangoon for consultations with mission personnel ... On April 18 he traveled to West Point, to speak to cadets at the U.S. Military Academy on "U.S. Policy Toward Southeast Asia."

TONY KOLANKIEWICZ joined the Office for Vietnam, Laos and Cambodia, March 31, to replace TERRY BREESE as officer-in-charge of Laos and Cambodia. His last assignment was Singapore ... On April 8 deputy director JOSEPH SNYDER spoke on "U.S. Relations with Vietnam," at the William Joiner Center of the University of Massachusetts harbor campus in Boston ... The office received a group Superior Honor Award in recognition of its pursuit of American goals, in particular, managing regional political and security interests arising from the conflict in Cambodia while achieving selective progress through quiet, bilateral dialogue on major humanitarian concerns, according to the citation. M. LYALL BRECKON was presented the award by PAUL WOLFOWITZ. Recipients were Mr. Breckon, Mr. Snyder, STEPHEN T. JOHNSON, TERRY A. BREESE, MARGARET T. MORRIS, JOAN P. YOUNG and MARY L. LaFLUER. □

RANGOON, Burma—Ambassador *Daniel A. O'Donohue* presents a meritorious service increase award to his security guard/chauffeur, *Wilfred Tun Pe*.



Economic and Business Affairs

Assistant Secretary DOUGLAS McMINN headed the U.S. delegation to the International Energy Agency governing board meeting, in Paris, April 10, where one of the main topics was the impact of the fall in oil prices ... MARSHALL L. CASSE, director, Planning and Economic Analysis Staff, served as an adviser to the U.S. delegation for the Organization for Economic Cooperation and Development economic policy committee meeting, in Paris, March 24–25 ... On March 13, JEFFREY N. SHANE, deputy assistant secretary for transportation affairs, testified before the House Subcommittee on Investigation and Oversight, regarding civil aviation relations with Japan. He was accompanied by ERWIN VON DEN STEINEN, director, Office of Aviation Programs and Policy ... On March 20, accompanied by WILLIAM DAMERON, Office of Maritime and Land Transport, Mr. Shane testified before the House Merchant Marine Subcommittee on maritime policy ... He conducted civil aviation negotiations with the United Kingdom, in Washington, March 20–21, and with Japan, March 31–April 3 ... JEAN NEITZKE, Office of Aviation Negotiations, provided staff support for both negotiations.

CHARLES ANGEVINE, special negotiator for transportation affairs, chaired the U.S. delegation for the U.S./Greek civil aviation negotiations, March 17–25, in Athens. The negotiations produced an agreement to extend the present regime for another year, with some liberalization of operating restrictions on U.S. carriers ... Mr. Angevine also conducted aviation talks on future arrangements with the government of Saudi Arabia, April 8–9, in Washington ... ROBERT GEHRING, Office of Aviation Negotiations, provided staff support ... GARY DeVIGHT, deputy director, Office of Aviation Negotiations, chaired talks with Argentina, in Washington, March 17–19, which resulted in a new charter agreement.

RICHARD SCISSORS, director, Office of Maritime and Land Transport, participated in the second round of negotiations with the Soviet Union concerning the bilateral maritime relationship, in Moscow, March 11–14. The negotiations concluded with agreement to hold a third round in Washington in September ... SHAUN DONNELLY, director, Office of Development Finance, and MARC WALL, same office, represented State at the second negotiating session for the replenishment of the International Development Association, in Washington, April 7–8 ... JOHN RIDDLE, also of the office, participated as the State representative at the annual meeting of the Inter-American Dvelopment Bank, and in the first negotiating session for the seventh replenishment of the bank's capital, in San Jose, Costa Rica, March 21–26 ... RAY MARIN, same office, was State's representative on the U.S. delegation in Paris, March 11–14, for the Organization for Economic Cooperation and Development export credit group meeting.

JACK ST. JOHN, director, Office of Business and Export Affairs, gave a speech before the National Conference of State Rail Officials, March 20, in San Diego ... JOHN SAVAGE, deputy director of the same office, spoke on sources of information in the State Department, March 12, for the Washington Researchers ...

NAN KENNELLY, an analyst in the Developed Country Trade Division, attended a meeting of the Organization for Economic Cooperation and Development committee on information, computer and communications policy, in Paris, March 19–21 ... She also participated in the Committee's March 17–19 meeting of the working party on transborder data flow ... RENO HARNISH, same division, attended the General Agreement on Tariffs and Trade meeting on trade in services, in Geneva, March 24–27.

In March the deputy assistant secretary for international trade controls, DALE TAHTINEN, headed the U.S. delegation to a week's discussions of the Coordinating Committee on Export Controls subcommittee on export control enforcement, whose preparations were coordinated by TERESA JONES, Office of East-West Trade ... RONALD KIRKPATRICK, chief, Security Export Controls Division, Office of East-West Trade, led an interagency team to multilateral discussions in Paris which established key new embargo controls on high-tech coatings technologies ... MARIANNE KUNKEL led a similar team to Paris, also in February, for important initial discussions in the semiconductor area, for which she is an experienced Coordinating Committee on Export Controls negotiator ... ROBERT PRICE, director, Office of East-West Trade, addressed Swedish business officials with the Stockholm Chamber of Commerce, in Washington, on new Swedish export control regulations, as part of a privately-sponsored U.S. export control seminar.

People: ROBERT GAREL has entered on duty in the Security Export Controls Division, on a detail from the Commerce Department ... Other new employees: VERA WYATT, Office of International Trade; OLAF OTTO, Office of Business and Export Affairs; GRETA WASHINGTON, Office of Aviation; LISA SULLIVAN, Office of Food Policy; PATRICIA BROE, Office of Development Finance; JOAN WADELTON, Office of Investment Affiars; and GEOFFREY SMITH and CASSANDRA ANDERSON, Message Center. □

European and Canadian Affairs

Office of the Assistant Secretary: Assistant Secretary ROZANNE L. RIDGWAY addressed the American Council on Germany, in New York, March 12 ... From March 21–30 she accompanied SECRETARY SHULTZ on his trip to Paris, Istanbul, Ankara, Athens and Rome. Also accompanying the Secretary were the deputy assistant secretary for European affairs, M. JAMES WILKINSON; MARTEN H.A. VAN HEUVEN, director, Office of Western European Affairs; WILLIAM F. ROPE, director, Office of Southern European Affairs; and the special assistant for

ATHENS, Greece—At retirement of *Tess Bode*, ambassador's secretary, who received the Superior Honor Award. From left: *Louise Kosley, David Bode*, Mrs. Bode, Ambassador *Robert V. Kosley*.

IZMIR, Turkey—At consular conference, left to right: *front: Husniye Ural, Gamze Turen, Helen Bridget Burkhart, Makbule Sevil, John Stepanchuk. Middle: Thomas Holladay, John Nazlidis, Elizabeth A. Swift, Kate Adams, Mary V. Kennedy, Behcet Ozsoy. Rear: Michael N. Ryan, Randal Biggers, Thomas F. Murphy, Philip S. Kosnett.*

European affairs, NADIA TONGOUR ... Deputy assistant secretary MARK PALMER traveled to Colorado Springs, Colo., March 7, to address the 28th Air Force Academy assembly ... Deputy assistant secretary CHARLES H. THOMAS accompanied VICE PRESIDENT BUSH to Portugal, for the inauguration of President MARIO SOARES, in Lisbon, March 6–10 ... Deputy assistant secretary JAMES MEDAS participated in the official visit to Washington of Canadian Prime Minister BRIAN MULRONEY, March 17–20.

Office of the Executive Director: KENNETH PELTIER, Executive Director, traveled to Paris, Marseille, Rome, Munich, and Budapest for consultations on posts' administration. SHARON LUDAN, Post Management Officer, assisted with preparations for the upcoming SIG Inspection of Hamilton.

Office of Northern European Affairs: After accompanying the Secretary's party to Stockholm for the funeral of the Swedish prime minister, MARTIN WENICK, director of the office, traveled to Helsinki and Copenhagen for consultations ... Ambassadors MARGARET M. HECKLER (Dublin), CHARLES H. PRICE II (London) and GEOFFREY SWAEBE (Brussels) returned to the Department for consultations ... STEVE McGANN was designated acting Benelux country officer, and KIRK RESSLER joined the office as assistant Benelux country officer ... AYESHA LEONARD was reassigned from the Office of Northern European Affairs to the Office of Fiscal Operations, Office of the Comptroller.

Office of European Security and Political Affairs: ERIC REHFELD, special assistant, participated in the annual (commander-in-chief, Atlantic) NATO infrastructure policy conference, in Norfolk, Va., the week of March 17 ... GEORGE WARD, deputy director, attended the NATO nuclear planning group ministerial meeting, in Wurzburg, West Germany, March 20–21, as part of a delegation chaired by Secretary of Defense CASPAR WEINBERGER ... JULIAN LEBOURGEOIS, political section, traveled to Bern, as a member of the U.S. delegation to the experts' meeting on human contacts, for the Conference on Security and Cooperation in Europe. □

Intelligence and Research

Office of Analysis for the Soviet Union and Eastern Europe: MARTHA MAUTNER, deputy director, addressed civic and academic groups on U.S.-USSR relations, in Detroit and Toronto, March 5–7, and attended the NATO experts working group meeting in Brussels, March 11–15 ... DONALD GRAVES, Soviet Internal Division chief, lectured on Soviet domestic politics, at the Brookings Conference for Senior Business Executives, Washington, March 6 ... MORTON SCHWARTZ, political analyst, lectured on MIKHAIL GORBACHEV's 27th Congress speech and Soviet foreign policy, at the Sino-Soviet Institute colloquium of George Washington University, March 18.

Office of Analysis for East Asia and the Pacific: LOUIS G. SARRIS, deputy director, discussed political and security trends in East Asia, at a University of Maryland symposium, March 6.

Office of the Geographer: GEORGE J. DEMKO, director, delivered a lecture, March 6, at the University of the District of Columbia, on "Geographic Research and Foreign Policy." ... On March 18 he spoke at the National Geographic Society, G. Grosvenor Lecture Series, entitled "This Land is My Land: International Political Geographic Issues." ... He lectured, March 24, at George Mason University, on "Geography and International Research Issues." ... On April 3, at Rutgers University, he spoke to the social science faulty, on "Geographic Research Issues in the International Context."

GEORGE S. HARRIS attended a conference in Istanbul marking 40 years of Turkish-American relations, April 2–4, and consulted with Embassy Ankara, April 7 ... India analyst WALTER ANDERSEN attended the Association of Asian Studies annual meeting, in Chicago, March 21–23, and was a discussant in a panel on Indian politics ... He addressed an honors convocation at Glassboro State University, N.J., on "Indian Ocean—Zone of Peace or Confrontation?" and had other meetings with faculty and students, April 8–9. □

Inter-American Affairs

Deputy assistant secretary WILLIAM G. WALKER presented Honduras desk officer STEPHEN WESCHE a Meritorious Honor Award, March 12, for his "support of democracy in Central America." ... The coordinator for Panama affairs, RICHARD R. WYROUGH, accompanied Mr. Walker to New York, April 2, for an informal meeting with Panamanian President ERIC ARTURO DELVALLE ... Regional political affairs officer JOHN HAMILTON accompanied Central American special envoy PHILIP C. HABIB to El Salvador, Honduras, Guatemala and Costa Rica, March 12–14 ... Guatemala desk officer JAMES CASON addressed the advanced area studies group at the Foreign Service Institute, on "The New Social Forces in Central America" and "The Caribbean: Guatemala—A Case Study," on April 3 ... Senior policy adviser DAVID LUFT left the Department, April 4, to become deputy assistant secretary of commerce, for services.

On March 8 RICHARD T. McCORMACK, U.S. representative to the Organization of American States, was the keynote luncheon speaker at the Young Conservatives of Texas convention in Austin. He discussed Central America and "U.S. Security—What's At Stake." ... He spoke at the International Policy Forum's fourth worldwide board of governors meeting in Antigua, Guatemala, March 14–15, on economic growth as an ultimate test for Latin American democracies ... On March 17 he gave a briefing to a

SOUTH-CENTRAL CHILE—Ambassador *Harry G. Barnes Jr.* (bareheaded) rides an ox cart on visit to an Indian area.

group of college students from the University of Wisconsin, who represented the U.S. delegation in the national competition for the model general assembly of the Organization of American States. Mr. McCormack discussed the role of the U.S. mission and the responsibilities of its delegates ... On March 26 he gave a briefing, on economic growth in Latin America, to visiting army officers from the Fort Bragg School of International Studies.

The director of the Office of Andean Affairs, PHILLIP McLEAN, visited Colombia for consultations, April 2–6, and Panama, April 6–10, to participate in the regional narcotics conference ... New Foreign Service officer MARK RONDON joined the office for two months, beginning March 10, prior to consular training and departure for his first assignment to Caracas ... PATRICIA BROE, who has been secretary for the office's deputy director and the Peru desk for over two years, has accepted a position in the economic bureau's Office of Development Finance.

P. PETER SARROS, director, Office of Regional Political Programs, gave presentations on Central American policy to the labor officers conference in Brussels, January 14; to American Legion commanders, February 25; and to 50 West

MONTEVIDEO, Uruguay—Ambassador *Malcolm Wilkey* presents certificate of appreciation to *Renzi Aburacon*, executive director of the Fulbright Commission in Uruguay, which celebrated its 25th anniversary this year.

German trade union leaders, April 13. He and Col. JOHN E. POAST, politico-military affairs officer, cochaired a conference in the Department for the Inter-American Defense College, February 12 ... Col. JAMES B. SIVELLS and Mr. Sarros held consultations at Ft. Benning, with officials of the U.S. Army School of the Americas, March 4 ... Col. Sivells conducted a seminar on security assistance programs for Latin America, at Dayton, O., and addressed the Baltimore Jewish Council, on U.S. policy toward Central America, February 7 ... Col. Poast spoke at Virginia Military Institute, on the military role in foreign policy, February 24 ... MARY ANN SINGLAUB and WANDA L. NESBITT have joined the Office of Regional Political Programs.

JAKE M. DYELS JR., the bureau's labor adviser, spoke to the Foreign Service Institute's area studies class, March 4, on organized labor in Latin America ... He held consultations in Montevideo, Rio de Janeiro, Santo Domingo and Port au Prince, March 15–27 ... RICHARD S. THOMPSON, deputy director, and Ms. Singlaub, bureau refugee coordinator, traveled to San Jose, Costa Rica, March 17–19, for Central American refugee consultations ... The Regional Political Programs Office hosted briefings for the National War College, April 4. □

International Communications and Information Policy

LUCY HUMMER, acting director, Office of Planning and Analysis, headed the U.S. delegation to a meeting, in Paris, of the Organization for Economic Cooperation and Development's Committee on Information, Computers and Communications Policy, March 19–21, and also headed the U.S. delegation to a meeting of the committee's working party on transborder data flows, March 17–18 ... On March 3–4, in Washington, TIMOTHY C. FINTON, Office of Planning and Analysis, and DOMENICK IACOVO, Office of Technical Standards and Development, participated in the second round of the market access factfinding discussions, with West Germany. The meetings, with the German ministry of posts and telecommunications and the ministry of economics, focused on market-access issues for U.S. firms in telecommunications equipment and services in the German market. They were a followup to the first round in Munich last December. □

International Narcotics Matters

Thai Prime Minister PREM TINSULANON's opening address, and Attorney General EDWIN MEESE's participation, were the highlights of the regional narcotics conference in Bangkok. The conference, March 17–19, drew together 100 participants from Washington and the field to discuss Asian narcotics control. Deputy assistant secretary JERROLD MARK DION, Program Office director CAESAR P. BERNAL and program officer WILLIAM J. DUFFY attended from the bureau. After the conference, Mr. Bernal and Mr. Duffy visited northern Thailand and Burma, to discuss narcotics control programs with U.S. officials and local authorities.

Thailand was the first stop on the Attorney General's presidential mission on narcotics enforcement. He also visited Burma, India, Pakistan and Italy. His party included deputy assistant secretary MARK DION and senior Justice, Treasury and customs officials. The trip emphasized to host governments the importance the United States attaches to the narcotics issue.

A regional narcotics coordinators conference was held in Panama City, April 7–9. The featured speaker was General DELGADO MALLARINO, director general of the Colombian national police. Participants from the bureau were Mr. Dion, Mr. Bernal, JAMES GORMLEY, MANUEL GALLARDO and CATHERINE SHAW ... Program officer ROGER MEECE traveled to Guatemala and Jamaica, to review narcotics control programs in those countries with embassy and host country officials ... Aviation adviser RON MERRIOTT traveled to Jamaica, to review aircraft maintenance requirements in support of Jamaican narcotics enforcement activities ... Mr. Meece participated in an interagency working group meeting in Miami, the first week in April, designed to assess narcotics control initiatives in the Caribbean ... TIMOTHY HENDERSON, chief, Procurement and Technical Support Division, traveled to Rangoon, Burma, with JOHN STEVER of the Department's Office of Supply, Transportation and Procurement. They met with embassy officials and representatives of the police and air force, to discuss options for continued contract aviation support to narcotics control programs.

Visitors to the bureau included JULIO VARGAS-SOTO, commanding general of the Bolivian national police, and Col. EDGAR BUSTILLOS-NOGALES, director, National Directorate for the Control of Dangerous Substances. □

New shuttle bus schedule

A new schedule for the SA-12 shuttle bus, to and from 1975 Florida Avenue N.W., adds a stop at 20th and L Streets N.W.

Depart State	20th & L	SA-12	21st & K	Arrive State
8:00	8:05	8:10	8:18	8:26
8:30	8:35	8:40	8:48	8:56
9:00	9:05	9:10	9:18	9:26
9:30	9:35	9:40	9:48	9:56
10:00	10:05	10:10	10:18	10:26
10:30	10:35	10:40	10:48	10:56
11:00	11:05	11:10	11:18	11:26
11:30	11:35	11:40	11:48	11:56
12:00	12:05	12:10	12:18	12:26
12:30	12:35	12:40	12:48	12:56
1:00	1:05	1:10	1:18	1:26
1:30	1:35	1:40	1:48	1:56
2:00	2:05	2:10	2:18	2:26
2:30	2:35	2:40	2:48	2:56
3:00	3:05	3:10	3:18	3:26
3:30	3:35	3:40	3:48	3:56
4:00	4:05	4:10	4:18	4:26
4:30	4:35	4:40	4:48	4:56
5:00	5:05	5:10	5:18	5:26
5:30	5:35	5:40	5:48	5:56 □

International Organization Affairs

NEAL WALDROP and DAVID ETTINGER, multilateral and institutional affairs officers, were each to participate for two weeks on the Charter Committee meeting in New York, April 7–May 2 ... ERNEST GRIGG, acting deputy director, was to travel to Mexico City, April 4–12 ... He was to accompany MAUREEN REAGAN on her trip to India and Pakistan, April 20–May 6, to visit womens' organizations ... LAURA GREULICH and MILDRED ZYVOLOSKI, Office of International Conference Administration, served as administrative officer and conference documents officer, respectively, for the Conference on Security and Cooperation in Europe, in Bern, April 2–30 ... CAROLYN HESKIN and MILDRED CARTER served as administrative officer and conference documents officer, respectively, at the International Telecommunications Union conference in Geneva, April 14–May 2, 1986.

WILLIAM MEMLER, Humanitarian Development Division, Office of International Development, traveled to Istanbul, to serve as an adviser at the ninth session of the UN Commission on Human Settlements, May 5–16 ... PETER F. FROST, chief of the division, participated in the annual UN Children's Fund executive board meeting, in New York, April 14–25 ... He was accompanied by FRANCES ARCHIE, who served as secretary to the delegation ... HARRY B. GLAZER, chief, Economic Development Division, Office of International Development, was a delegate to the second meeting of the working group of the UN Development Program governing council, March 24–26. This newly-created body was designed to give council members better oversight of the program's policies, plans and programs ... Mr. Glazer attended the session of the American Assembly, in Harriman, N.Y., April 17–20, which was devoted to a discussion of international population policy. The assembly is associated with Columbia University, and is currently headed by former Ambassador WILLIAM H. SULLIVAN.

People: PHYLLIS WILLIAMS, Office of UN Political Affairs, has resigned ... MONICA

REED, Office of U.S. Budgetary Presentations and Payments, has been reassigned to the Office of the Counselor of the Department ... RICHARD NOBBE, Office of Communications and UNESCO Affairs, has retired ... ROBIN Y. McELHANEY transfered from the Office of the Legal Adviser to the Office of the Assistant Secretary ... ELLEN IVIE, Office of the Deputy Assistant Secretary, has been reassigned to the Bureau of Communications and Information Policy ... PEGGY WILKEY transferred from AID to the Office of Technical Specialized Agencies ... GLADYS BOGGS transferred from the Bureau of Oceans and International Environmental and Scientific Affairs to the Office of UN Political Affairs. □

Legal Adviser's Office

Travels of assistant legal advisers: RONALD BETTAUER, Office of Nuclear Affairs, to New York, for a meeting sponsored by the New York Bar Association's Committee on Nuclear Technology and Law; ROBERT DALTON, Office of Treaty Affairs, to Vienna, Austria, as chief of the U.S. delegation for a diplomatic conference on the law of treaties between states and international organizations; DAVID COLSON, Office of Oceans, International Environmental and Scientific Affairs, to Vancouver, Canada, for the U.S./Canada Pacific Salmon Commission meeting, and Bermuda, for the 10th annual seminar of the Center for Oceans Law and Policy; TED BOREK, Office of UN Affairs, to Geneva, Switzerland, as the U.S. representative at the 25th session of the legal subcommittee of the UN Committee on the Peaceful Uses of Outer Space; DAVID SMALL, Office of Economic, Business and Communication Affairs, to Paris, France, for a conference concerning extraterritorial jurisdiction with the members of the Organization for Economic Cooperation and Development's Committee on International Investment and Multinational Enterprise. Mr. Small also delivered a Foreign Service Institute-sponsored lecture on Libya sanctions to foreign graduate students.

People: GILDA BRANCATO has returned to the Office of Politico-Military Affairs after a six-month absence ... The Office of Economic, Business and Communication Affairs welcomed QUEEN SPRIGGS, who came from the Bureau of Near Eastern and South Asian Affairs ... BERNICE HOLMES transferred to the Office of Educational, Cultural and Public Affairs ... PATRICIA SCOTT has received the Meritorious Honor Award for secretarial support in the Office of Oceans, International Environmental and Scientific Affairs. □

LEGAL ADVISER'S OFFICE—*Patricia Scott* is presented the Meritorious Honor Award by assistant legal adviser *David Colson* for her secretarial services in the Office of Oceans, International Environmental and Scientific Affairs. *(Photo by Doris I. Alston)*

Management

MANAGEMENT—Special assistant *Rob Nolan*, left, receives Meritorious Honor Award from Under Secretary *Ronald I. Spiers*.

Office of the Under Secretary

ROBERT B. NOLAN has been reassigned to Havana, as administrative officer (via Spanish language training). □

Office of Equal Employment Opportunity and Civil Rights

ROBERT TAYLOR, investigator, attended the Thursday Luncheon Group April 3 meeting, where guest speaker KENNETH HUNTER, associate director of personnel (Civil Service), spoke on "The Civil Service Reform Act of 1978: Its Present and Future Impact on Civil Servants." □

Office of Foreign Missions

RALPH D. CHIOCCO, operations officer, attended the national conference of the American Association of Motor Vehicle Administrators, in Reno, Nev., March 17–20, to advise states and other jurisdictions on the issuance of driver's licenses by the Department to foreign diplomats and mission personnel, and to coordinate sharing of motor vehicle information. □

Family Liaison Office

Community liaison office coordinators DELPHIA DIRKS (Belgrade) and LORI McMANUS (Bangui) visited the Family Liaison Office in March ... Education counselor JUDITH LIVINGSTON attended the National Association of Independent Schools annual conference, and the Independent Educational Counselor's Association annual meeting, in Atlanta. □

Medical Services

Dr. BURNETT PIXLEY has replaced Dr. EDWARD ETZEL as deputy assistant secretary for health care programs. Dr. Etzel retired April 1. ... Dr. KENNETH BABCOCK, who was clinical director, is now assistant medical director for foreign programs ... Drs. ELIZABETH ANTAL and JERRY KENNEDY have returned after accompanying the Secretary on his latest trip to western Europe, Turkey and Greece ... RITA DANIELS has entered on duty as a Foreign Service nurse practitioner and is assigned to New Delhi. □

AMMAN, Jordan—Deputy chief of mission *Edward Gnehm* reads citation for meritorious step increase award presented to *Mira Bisharat*, secretary in the community liaison office.

Near Eastern and South Asian Affairs

Assistant Secretary RICHARD MURPHY met with the Conference of Presidents of Major Jewish Organizations, at the White House, March 5, to discuss Middle East policy issues ... Deputy assistant secretary MICHAEL USSERY participated in a panel discussion on "Perspectives of International Trade," at East Connecticut State University, March 5 ... Deputy assistant secretary ROSCOE SUDDARTH gave a Middle East policy address at the American-Arab Affairs Council's quarterly conference, in Toledo, O.

PHILIP WILCOX, director, Office of Israel and Arab-Israeli Affairs, explained the administration's approach in the Middle East, to the American-Israel Public Affairs Committee, in Mamaroneck, N.Y., February 26 ... On March 11 he met with a Hadassah group visiting from New Jersey, to discuss U.S.-Israel relations; on March 14 he met with the Forum Club of Colher County, Fla.; on March 17 he met with American Jewish Committee members, to discuss U.S.-Israel relations and the Saudi arms sale ... Deputy director RYAN CROCKER met with the Hadassah national board, March 13, to discuss Middle East issues; on March 18 he met with a Washington Mission Program group visiting the Department from Cincinnati, and a Hadassah group from New England, to discuss U.S.-Israel relations ... On March 19 he briefed members of the United Synagogue of New York on U.S.-Israel relations and Middle East issues, and later he traveled to Valencia Community College, Fla., to discuss the subject.

DAVID SATTERFIELD, political/military affairs officer, traveled to Israel for the semiannual meeting of the U.S.-Israel Joint Political Military Group, March 18–21 ... On March 6 he met with students from the Lab School of Chicago, to discuss Middle East issues, and on March 12 he met with a Washington Mission Program group visiting the Department from Massachusetts and Florida ... On March 6 KEITH LOKEN, political officer, met with a Washington Mission Program group visiting from Pennsylvania, and discussed U.S.-Israel relations, and on March 20 he briefed Hadassah members from New Jersey visiting the Department ... BARBARA BODINE, political officer, participated in a symposium on the Middle East at the University of Idaho, March 24–25.

On February 24 DAVID J. DUNFORD, director, Office of Egyptian Affairs, traveled to New York, to speak before the Egyptian-American Chamber of Commerce ... On March 12 deputy director DAVID GREENLEE met with members of the Church of the Brethren, to discuss general Middle East issues ... BRENT HARTLEY, political officer, met with students participating in the Congressional Youth Leadership Council's foreign affairs seminar, March 20, and discussed the Middle East and other foreign policy issues ... Economic adviser ROBERT KNICKMEYER met with members of the Seattle World Affairs Council, March 13, and discussed matters relating to the Organization of Petroleum Exporting Countries ... A. PETER BURLEIGH, director, Office of Northern Gulf Affairs, addressed an international affairs conference at Colgate University, Hamilton, N.Y., on Gulf-related matters, March 2–4 ... On March 4–5 he addressed a group at Colgate University on the Iran-Iraq war, and the Foreign Service as a career, and on April 8 he delivered a lecture on "The Politics of Nepal," at the University of California at Berkeley.

On March 5 and April 7 HERBERT G. HAGERTY, director for Pakistan, Afghanistan and Bangladesh affairs, addressed students at National Defense University, in preparation for their travel to South Asia ... DESIREE MILLIKAN, Afghanistan country officer, delivered addresses on Afghanistan to the World Affairs Council of Cleveland and to students at Ohio State University and Oberlin College, during a February 18–20 trip to the mid-West ... She visited Pakistan, Afghanistan and the Soviet Union for consultations, the first three weeks of March ... Afghanistan country officer THEODORE H. ANDREWS discussed the situation in Afghanistan, March 25, with students participating in American University's Washington Semester Program.

People: CLARK WURZBERGER has assumed duties as special assistant for congressional relations in the Office of Assistant Secretary ... The Office of Egyptian Affairs welcomed KAY MASLANKA ... MARY PORTO arrived from Embassy Rio de Janeiro, replacing JAMES SAVERY as trade/commercial officer in the Office of Economic Affairs ... SUSAN TISAK has been assigned to the Office of North African Affairs ... ANN CUSICK has entered on duty in the Office of India, Nepal and Sri Lanka Affairs. □

Oceans and International Environmental and Scientific Affairs

Assistant Secretary JOHN D. NEGROPONTE spoke before the annual seminar of the Center for Ocean Law and Policy, on "Current Developments in U.S. Oceans Policy," March 15, in Southampton, Bermuda ... On March 26 he chaired a meeting of the bureau's advisory committee, on global climate change, famine early warning systems and developments in fusion research ... Mr. Negroponte and OTHO E. ESKIN and VERNON M. MALAHY JR., Office of Advanced Technology, participated in interagency meetings examining future U.S. space launch vehicle policy, in light of the Challenger tragedy.

NANCY OSTRANDER, coordinator of population affairs, traveled to Mexico and Brazil, March 9–22. She met with key officials in government and private organizations, to confer on population policy matters, and reviewed current programs in these two most populous countries of Latin America.

On March 6 RICHARD E. BENEDICK, deputy assistant secretary for environment, health and natural resources, addressed a scientific conference on the ozone layer, sponsored by the Environmental Protection Agency, on "The Ozone Negotiations: Risk Assessment on an International Scale." ... On March 18 he joined Mr. Negroponte in testifying before the Senate Foreign Relations Committee for ratification of the convention for protection of the Ozone Layer ... Mr. Benedick spoke before the U.S. Business International Council, March 20, on environmental issues in the Organization for Economic Cooperation and Development ... On March 27 he delivered the keynote address, "Environment in the Foreign Policy Agenda," at a symposium on Capitol Hill on "The Environment and International Development," attended by congressional staff and representatives of environmental organizations and universities ... ALAN KRAUSE, Office of Environment and Health, visited Madrid, Lisbon, Stockholm and Paris, March 3–12, to consult on policy towards disposal of radioactive waste at sea, under terms of the London dumping convention ... BILL L. LONG, director, Office of Food and Natural Resources, served as principal U.S. representative to the 14th session of the senior advisers to governments on environmental

problems of the Economic Commission for Europe, March 4–7, in Geneva.

ROBERT G. MORRIS, deputy assistant secretary for science and technology affairs, with Mr. Eskin, RALPH BRAIBANTI and MICHAEL A.G. MICHAUD, Office of Advanced Technology, served on the U.S. delegation to space station talks with European Space Agency members, in Washington, March 10–11 ... Mr. Morris led a delegation to Madrid, March 19, where he served as cochairman of the 13th meeting of the U.S.-Spain Joint Committee for Cooperation in Science and Technology. Other members of the delegation were JACK BLANCHARD, director, Office of Cooperative Science and Technology and executive secretary of the U.S. section of the joint committee; WILLIAM SULLIVAN, Office of Marine Science, and agency representatives from the Departments of Agriculture, Health and Human Services and Interior, and the National Science Foundation. During the meeting, 119 proposals for science cooperation, budgeted at over $7.6 million, were approved ... Mr. Michaud, Office of Advanced Technology, attended the first international conference on macroengineering, and represented the Department in interagency discussions of a possible "International Space Year." ... Culminating a two-year effort, a U.S. negotiating team went to Prague, in March, and negotiated a U.S.-Czechoslovak exchanges agreement. The four-year pact is designed to provide a framework for future educational, cultural and scientific exchanges between the two countries. As the State Department member of the team, JOHN THOMAS, Office of Cooperative Science and Technology Programs, helped to negotiate the science and technology part of the agreement.

CARLTON E. THORNE was appointed director, Office of Nuclear Export and Import Control, March 16. Mr. Thorne, before assuming his present position, was director of politico-military security affairs at the Department of Energy. He will have overall policy responsibility for nuclear export control and supplier issues ... In mid-March, WILLIAM MURPHEY, Office of Nuclear Technology and Safeguards, led the U.S. delegation to Sydney and Canberra, Australia, for a week of technical discussions on International Atomic Energy Agency safeguards on nuclear materials. □

Personnel

New arrivals in the Office of Foreign Service Career Development and Assignments are HELEN COLLINGS, KARIN WARPULA, NANCY McKEE and ANDY DILLARD ... GWEN CORONWAY, career development officer for consular officers, participated in a consular workshop in Panama, March 6–7 ... She consulted with consular staff and personnel officers at the embassies in Bogota and Caracas ... ROBERT W. FARRAND, deputy director, Office of Foreign Service Career Development and Assignments, traveled to the Middle East and North Africa, February 22–March 7, to consult on personnel and security-related issues in Algiers, Baghdad, Kuwait, Abu Dhabi, Sanaa and Jeddah. □

Politico-Military Affairs

BRUCE PICKERING, Office of Theater Military Policy, attended the conference of national armaments directors, in Brussels, April 15–16 ... WILLIAM H. GUSSMAN, director, Office of Strategic Technology Affairs, led an interagency delegation to Europe, for bilateral consultations with officials of the French, West German, Italian and British governments ... ALOYSIUS O'NEILL, Office of Strategic Technology Affairs, participated, March 15–22, in a meeting in Paris on export controls.

People: KRIS CICIO, Office of the Director, resigned April 11, to accept a position in Belgium ... DOUGLAS KINNEY departed the Office of Theater Military Policy, March 28, for four weeks of language training, in preparation for his assignment in the political section of Embassy Caracas ... ARTHUR LOWRIE, political adviser at MacDill Air Force Base, Tampa, Fla., retired April 3 ... CHARLES McGARRY, intern in the Office of Strategic Technology Affairs, has returned to full-time studies of international affairs at George Washington University. □

Public Affairs

Office of the Assistant Secretary: Assistant Secretary BERNARD KALB accompanied the Secretary on his trip to Europe, March 20–30. The trip began in Paris, where the Secretary addressed the Stanford Alumni Association's international conference, March 21, followed by visits to Istanbul and Ankara, Turkey, and Athens, Greece, where he held bilateral meetings with Turkish and Greek government officials. The trip concluded in Rome, Italy, where the Secretary had a private audience with the Pope and attended Easter mass at St. Peter's. While in Rome, he had meetings with Italian government officials and CARDINAL CASEROLI of the Vatican ... Deputy assistant secretary ROBERT M. SMALLEY addressed the Vancouver, Wash., Rotary and Chamber of Commerce, March 5, and spoke to the Eugene, Ore., World Affairs Council, March 6, on U.S.-Soviet relations and arms control ... He moderated the annual meeting of the Executive Council on Foreign Diplomats, March 17, in the Department.

Office of the Historian: On April 7 the office released, "American Foreign Policy: Current Documents, 1983." The book is the most recent volume in an ongoing Department series; it covers the third year of the Reagan administration ... WILLIAM Z. SLANY, the historian, received a certificate, March 17, for his service in hiring handicapped persons in his office. Presenting the certificate were SHARON AHMAD and AUBREY VERDUN of the Equal Employment Office and SHELDON YUSPEH, coordinator for the handicapped ... DAVID H. HERSCHLER helped organize, then chair a session on archival and records management concerns and electronic recordkeeping sponsored by the Society for History in the Federal Government and the Records Management and Micrographics Council, March 11, at the General Accounting Office.

Office of Opinion Analysis and Plans: BERNARD ROSHCO, director, was appointed a member of the advisory committee to Public Opinion Quarterly, the journal of the American Association for Public Opinion Research ... He conducted a seminar for senior fellows of the Gannett Center for Media Research, at Columbia University, March 19.

Office of Public Programs: Secretary's coordinator JANICE SETTLE, Media/Principals Division chief DAVID CARDWELL and regional programs officer NANCY STONE advanced SECRETARY SHULTZ's March 3 appearance at the Veterans of Foreign Wars' annual Washington conference ... Mr. Shultz delivered on-the-record remarks to the Executive Council on Foreign Diplomats, at a luncheon on March 17. Over 200 chief executive officers of "Fortune 500" corporations attended ... Washington Programs Division chief ILMAR HEINARU served as coordinator for these events.

Beginning March 7, members of the Regional Programs and Media/Principals Division arranged 70 direct line (telephone) interviews with radio stations and editorial boards across the country, on "contra aid" legislation, as well as on the sale of missiles to Saudi Arabia ... On March 27, regional programs officer CONSTANCE DUNAWAY, in conjunction with the Business Council for International Understanding, arranged a breakfast meeting in New York with 16 corporate chief executive officers for the assistant secretary for Near Eastern and South Asian affairs, RICHARD MURPHY ... She also arranged press briefings for him with the New York Times, Time magazine, the Hearst News Service, the Journal of Commerce, UPI, Money World and CBS-TV ... Media/Principals Division secretary MIMA CANNETTI transferred to the Regional Programs Division, March 21.

On March 6 the bureau, along with the Bureaus of Human Rights and Humanitarian Affairs and European and Canadian Affairs, sponsored a briefing for nongovernment organizations interested in the upcoming Conference on Security and Cooperation in Europe meeting, in Bern, Switzerland. The topic was "Human Contacts." During the briefing, representatives were encouraged to share any ideas they have with MICHAEL NOVAK, who led the delegation.

On March 20 the Washington Program Division held its monthly briefing for Washington representatives of nongovernment organizations.

The topic was South Africa—an update of the political situation and a discussion of aid to South Africa. DOUG HOLLADAY of the South African Working Group and MARK EDELMAN of AID's Bureau for Africa addressed the briefing.

More than 200 national volunteer Sister Cities International leaders, municipal officers, business and citizen leaders, plus some 60 foreign ambassadors whose nations participate in this program, attended an eighth-floor luncheon on March 20, to celebrate that organization's 30th anniversary. Deputy Secretary JOHN WHITEHEAD welcomed the group, after which U.S. Senator HOWARD M. METZENBAUM (D.-O.) presented the Sister Cities International Ambassador's Award to Philips Industries chairman JESSE PHILIPS. Conference officer MARIE BLAND coordinated the event.

On March 25, Mr. Whitehead met with 1985–86 Stanford Sloan Fellows, in the Department, where he discussed foreign policy issues. Mr. Smalley introduced Mr. Whitehead to the fellows. Coordinating this briefing was Ms. Bland.

Correspondence Management Division: Writer-editors attended various Foreign Service Institute seminars related to their drafting areas. JACQUELINE STRAUB attended a one-day seminar on the problems involved in incorporating protection of intellectual property (e.g., software) into the General Agreement on Tariffs and Trade ... DONNA KREISBERG and CHRIS MacDONALD heard PAUL NITZE summarize the status of U.S. arms control efforts in Geneva, at a symposium ... Division chief HAROLD HEILSNIS learned about computer applications in the two-week course, "Computers in a Foreign Affairs Environment." ... Ms. Kreisberg, deputy chief of the division, participated in the executive performance seminar, designed to improve management effectiveness.

People: PATRICIA MILLER has joined the staff of the Office of the Executive Director, as secretary to the executive director. She transferred from the Bureau of Economic and Business Affairs ... EUNICE LEONARD was promoted from the Office of the Historian to the Office of Public Programs, as secretary to the director ... ORNELLA CAVALLO joined the "Foreign Relations" staff of the Office of the Historian, as a research assistant. She was reassigned from the Bureau's Correspondence Management Division ... STEVEN DeMUTH, Office of the Historian, has been reassigned. □

Refugee Programs

JAMES N. PURCELL JR., bureau director, accompanied by DOUGLAS R. HUNTER, director, Office of Reception and Placement, participated in the Department of Health and Human Services' Office of Refugee Resettlement regional consultations, in Boston ... ROBERT L. FUNSETH, senior deputy assistant secretary, met with the comptroller of the UN Relief and Works Agency and the agency's JOHN MILES, to discuss and review its operations and programs during the present year and those projected in 1987. Also present from the bureau were the acting deputy assistant director for international refugee assistance, JOHN A. BUCHE; the deputy director, Office of European, Near Eastern and Latin American Refugee Assistance, JUDITH J. CHAVCHAVADZE; and program budget officer PRISCILLA B. STOWE ... Mr. Funseth met with the joint voluntary agency representative in Manila, WILLIAM APPLEGATE, to discuss the operation of his office, in connection with the U.S. refugee program in the Philippines. Mr. Applegate was accompanied by his parent organization's president, JOHN McCARTHY of the International Committee on Migration of the Roman Catholic Church ... ANDRE PASQUIER, director of operations, International Committee of the Red Cross, with MICHAEL VEUTHEY of the Red Cross International Organizations Division and JEAN-MARC BORNET, its delegate general for Africa, visited the bureau to discuss the bureau budget and Red Cross special appeals. Budget officers ROZANNE D. OLIVER and Stowe provided briefings on the 1986 budget and prospects for 1987, indicating that U.S. support for Red Cross appeals for Africa, Central America, Kampuchea/Thailand and Afghan conflict victims would continue, but that funds would not be available to respond to other appeals (East Timor, Iran-Iraq, Lebanon and the Philippines). The meeting was attended by JAMES P. KELLEY, director, Office of International Refugee Organizations, and EDMUND ATKINS, director, Office of Multilateral Affairs, Bureau of Human Rights and Humanitarian Affairs.

SAID BILLE ADEN, governor of the Lower Shebelle region of Somalia, and HUSSEIN ADAM, founder of the Somali unit for research and emergencies and rural development, met with State and AID officials to discuss U.S.-supported settlement activities, the enumeration issue and the differential rationing system ... ARTHUR E. DEWEY, deputy assistant secretary for international assistance, hosted a luncheon in honor of Gov. Said and Mr. Adam ... H.L. DUFOUR WOOLFLEY, MARGARET J. McKELVEY, DONNALYN SMITH, HUNTER FARNHAM and DEBORAH PRINDLE were in attendance ... The Somali permanent representative to the United Nations in New York met with Mr. Dewey to congratulate him on his new appointment as deputy UN high commissioner for refugees and to discuss two issues, namely the flow of refugees into northwest Somalia and the exchange rate issue.

UN special representative TATSURO KUNUGI, deputy JAMSHID ANVAR and the director of the UN Border Relief Organization, Y.Y KIM, met with Mr. Purcell and Mr. Dewey, on the results of the New York donors' meeting, UN financial requirements, education, security and the situation on the border and in the Cambodian interior.

The bureau hosted a refugee workshop in San Jose, Costa Rica, to address refugee assistance and protection issues in the region, the roles of the international organizations and private voluntary agencies, U.S. regional priorities and strategies for dealing with refugees, and the role of the embassy refugee reporting officer ... JOHN A. BUCHE, director, Office of European, Near Eastern and Latin American refugee assistance; DONALD M. KRUMM, director, Office of Emergency Operations; and DAVID K. RAMOS, program officer, participated in the workshop ... While in Costa Rica, Mr. Buche, Mr. Krumm and Mr. Ramos performed a rapid assessment of the adequacy of relief activities being delivered in UN refugee camps in Costa Rica. Participants at the workshop were State officers from the embassies at Mexico, Tegucigalpa, Managua, San Jose, San Salvador and Guatemala; AID officers from San Salvador, Guatemala and San Jose; representatives of such international organizations as the Office of the UN High Commissioner for Refugees, International Committee of the Red Cross, Intergovernmental Committee on Migration and the League of Red Cross Societies.

JAMES F. LAWRENCE, executive director, traveled to Geneva, to review administrative activities with refugee counselor BEAUVEAU NALLE; the U.S. mission administrative counselor, FRANK FORGIONE; and the refugee and migration affairs staff ... On behalf of the bureau, FRANK N. SASS, Office of the Coordinator for Refugee Affairs, conducted a hands-on two day automated refugee tracking system workshop in Bangkok with systems managers and other representatives from New Delhi, Singapore, Manila, Kuala Lumpur and Bangkok ... THERESA L. RUSCH, program officer, represented the bureau at the Department of Health and Human Services, Office of Refugee Resettlement, regional conference, in Seattle, and monitored the voluntary agency program in Boise, Id. ... ANITA L. BOTTI and ARCHIE M. BOLSTER, program officers, monitored voluntary agency contract performance in Richmond, Va.

Recently joining the bureau were WILLIAM J. GARVELINK, LAWRENCE R. FIORETTA and MARY P. LEE ... Mr. Garvelink is deputy director, Office of Emergency Operations; Mr. Fioretta is a program officer, Office of Policy and Program Coordination; and Ms. Lee is the secretary, Office of Regulations and Correspondence.

* * *

The bureau arranged for showings of a film which documents efforts in southeast Asian refugee camps to prepare refugee children for secondary schools in the United States. The program, known as "PASS," is described in a 28-minute documentary videotape which explores some of the difficulties refugee adolescents experience when entering American schools for the first time, and explains the new PASS program at Bataan, Philippines, and Phanat Nikhom, Thailand, which was designed specifically to help refugee adolescents succeed in American schools. PASS is funded by the bureau. For information, contact Nancy A. Soper, program officer, Office of Refugee Training, 647-1046. ■

Letters to the Editor

(Continued from Page 1)
available overseas . . ."

Since Dr. Dustin proffered drug dependency as one of several potential causes of the child's immature and disturbing behavior, he might have opened the parent's eyes a bit by revealing a sad and sober truth: drugs, and potent ones as well, are as readily available to a 16-year-old, with lunch money in his/her pocket, in the United States as in any other place one could name. It isn't just "over there."

Sincerely,
STEPHEN H. KING

Dr. Dustin replies: I did not intend to imply that drugs represent a more serious hazard for young people at overseas posts than is present in any environment in the United States. It must be said, however, that the American teenager with dollars is an attractive target for overseas pushers, and the economics of the drug trade in many producing countries makes cutting unwarranted—hence higher potency of available products. □

Status of Jerusalem

SILVER SPRING, MD.

DEAR SIR:

This is to draw your attention to several factual errors and omissions in the "Post of the Month" for February, which was Jerusalem—a city with which I am very familiar.

Your lead sentence states that Jerusalem is a walled city. Jerusalem hasn't been a walled city since the days of the Turkish Empire. Today, a very small area of Jerusalem consists of the Old City, which is walled. Furthermore the U.S. consulate general is located at 18 Agron Street, which is certainly not within the Old City.

Writing that Jersualem "is being used by the Israelis as their captial" is a somewhat garbled statement of fact. You might have mentioned that Jerusalem is the capital of the State of Israel but that the United States does not recognize it as such. You might have also noted the precise status of the U.S. consulate general and its relationship to the Israeli government and to the U.S. embassy.

The Old City is loosely divided into four quarters—Moslem, Jewish, Christian and Armenian.

On Page 25 is a photo of American Cultural Center director Arthur Green and his children. Its caption fails to identify the site. The photo was taken within the Jewish Quarter, overlooking the plaza in front of the Western Wall (which is visible). The Dome of the Rock can be seen in the distant background.

On Page 24 you identify a Greek monk and on Page 27 you identify Moslem women touring the Old City. However, on Page 28 you fail to identify a Jewish man and a Jewish boy on the plaza in front of the Western Wall.

The view which you identify, on Page 29, as "Christian quarters of the Old City" is an expanse of rooftops which cover the buildings and some of the streets of the Christian Quarter of the Old City.

Thank you for passing this information onto your readers.

Sincerely,
RONALD S. BLUM, USIA (ret.) □

Tax tip

MEXICO CITY

DEAR SIR:

For prospective retirees and those now retired whose surviving annuitant may be a nonresident alien of the United States, it is probably not generally known that the Internal Revenue Service exacts a flat 30% income tax on that survivor's annuity.

It is perhaps an even lesser known fact that this 30% tax can be substantially ameliorated under the provisions of "Rev. Rul. 79–388," a codicil to the IRS Code, in direct proportion to the number of years worked by the original annuitant outside the continental limits of the United States.

This provision of "Rev. Rul. 79–388" was explained to me by a helpful official of the Internal Revenue Service and should be of no small interest to those officers and nonresident alien spouses to whom it applies.

For further clarification, interested parties should contact Gertrude L. Wieckoski, chief, Retirement Division, who is, of course, familiar with this IRS ruling and the required proof of years worked overseas needed to avail themselves of the provisions of this regulation.

Sincerely,
ARTHUR V. DIGGLE □

Transfer Tremors . . . . . by ebp

I was transferred to ALGERIA; when I was told it was that OR ANother tour in Washington, I opted to go.

I was transferred to BOLIVIA; the assignment just dropped into my LAP. A Zenith in my career.

I was transferred to ECUADOR, after telling my counselor I would QUIT Or stay in Washington if I couldn't get to South America. □

A 'Transfer Tremor'

GUAYAQUIL, ECUADOR

DEAR SIR:

Enclosed is a contribution to "Transfer Tremors":

I was almost transferred to ECUADOR, but they QUIT Offering the job when I threatened to write all my reports with aGUA Y A QUIL1.

Best regards,
KENNETH DURKIN □

Guess which

WASHINGTON

DEAR SIR:

Ever since my name appeared on Page 43 of your March issue (under "Retirements") I have received many calls. I would like those friends, foes and curious folks out there who read this incredulous news to see if they can guess which statement is correct: (a) I have retired because I won the New York State lottery. (b) I have retired to join a religious cult. (c) I have retired

to accept a high-paying political appointment. (d) "They" messed up again!

Sincerely,
MARIA D. LINVILLE
Future retiree □

Jobs for spouses

WASHINGTON

DEAR SIR:

In reference to the March article on the proposed program for spouses of State Department employees posted overseas, why not afford the qualified spouses the job opportunities outlined in the Foreign Service Associates Program? It would provide career utilization and enhancement to qualified spouses. Since they are already part of a worldwide-available family, it would be cost-effective if consideration could be given to recruiting them for already existing professional jobs, such as the Foreign Service specialist positions.

To maintain a capable Foreign Service is not to deny jobs to qualified persons just because they happen to be "spouses."

Sincerely,
DIANE CANDY □

Boon for secretaries

WASHINGTON

DEAR SIR:

I would like to commend your magazine on including articles on "disciplined writing." Since secretarial position descriptions in Government agencies include a provision that some type of communication must be prepared, it is important that simple grammatical rules are applied. The fact that your publication is willing to devote space to a subject that can assist secretaries and other persons responsible for drafting correspondence and documents must be given an "A."

I just hope that you will continue this service and that all persons responsible for the written word adhere to the rules as Mr. Goldstein outlines them.

Sincerely yours,
RITA M. CHATHAM
Bureau of Human Rights and Humanitarian Affairs □

Favorite feature

PORT LOUIS, MAURITIUS

DEAR SIR:

One of the first things I do when I receive my new STATE each month is to flip to the "Post of the Month" article. It's easily my favorite of your monthly features, and I think you and your staff do a fine job of selecting varied and interesting photographs to share with your readers. I particularly enjoy seeing the familiar sites—and often familiar faces—from past assignments and/or trips around the world, although seeing new and different places is also valuable as it often gives one ideas for future travels via Foreign Service assignments.

Is there a list of posts that have at one time been chosen, with the date each post was featured? If so, could you perhaps publish this? Your readers would be interested in seeing which posts have (and by their omission which ones have not) been in the spotlight.

Sincerely,
PATRICIA KING KEEGAN ■

Here's a list of the 'Posts of the Month'

1978
Prague (April)
Stockholm (May)
Dar es Salaam (June)
West Berlin (August/September)
Abidjan (October)
Brussels (consular) (November)
Sofia (December)

1979
Manama (January)
Tokyo (February)
Kathmandu (March)
Manila (April)
Copenhagen (May)
Bridgetown (June)
Paris (July)
Lagos (August/September)
La Paz (October)
Bangui (November)
Beirut (December)

1980
Sanaa (January)
Karachi (February)
Antananarivo (March)
Belgrade (April)
Algiers (May)
Suva (June)
Bangkok (July)
Kinshasa (August/September)
Wellington (October)
Santiago (November)

1981
Maracaibo (January)
Rabat (February)
Islamabad (March)
Addis Ababa (April)
Thessaloniki (May)
Georgetown (June)
Brussels (July)
Port Moresby (August/September)
Dakar (October)
Paris (OECD) (November)
Geneva (UN) (December)

1982
Monrovia (January)
Sinai Field Mission (May)
Belfast (June)
Belize (July)
Asuncion (August/September)
Caracas (October)
El Salvador (November)
Tel Aviv (December)

1983
Madras (January)
Yaounde (February)
Beijing (March)
Port-au-Prince (April)
Porto Alegre (May)
Amman (June)
Lima (July)
Guangzhou (August/September)
Tijuana (October)
Cairo (November)
Athens (December)

1984
La Paz (January)
Saudi Arabian posts (February)
Kuwait (March)
New Delhi (April)
Leningrad (May)
Quito/Guayaquil (June)
Medan (July)
Warsaw (August/September)
Budapest (October)
East Berlin (November)
Naples (December)

1985
Rabat (January)
Ottawa (March)
Santiago (April)
Vienna (May)
Malabo (June)
Kuala Lumpur (July)
Santo Domingo (August/September)
Lubumbashi (October)
Praia (November)
Ankara (December)

1986
Panama (January)
Jerusalem (February)
Bissau (March)
Hong Kong (April)
Nassau (May) □

Obituaries

Loy W. Henderson, 93, known as "Mr. Foreign Service"—he was a career ambassador whose 39 years of service led to the naming of the Department conference room in his honor—died of congestive heart failure on March 24 at the Carriage Hill Nursing Home, Bethesda, Md.

Mr. Henderson had played a prominent role in several historic developments in eastern Europe, the Middle East and in State's management operations. Following President Roosevelt's recognition of the Soviet Union in 1933, Mr. Henderson became one of the leaders of the team that established the American diplomatic mission in Moscow. From 1938–42 he served as assistant chief of the Division of European Affairs, in charge of the eastern European section.

Mr. Henderson was appointed minister in charge of the American legation in Baghdad in 1943. While in Iraq, he played a role in elevating the American mission from a legation to embassy status. In 1945 he was appointed director of the Office of Near Eastern, South Asian and African Affairs. In this postwar period, he wrote recommendations for American assistance that were reflected later in the Truman Doctrine. He also worked on the problems that arose in connection with the establishment of the State of Israel.

Mr. Henderson visits Benjamin Franklin State Dining Room in 1967, shortly after his 75th birthday. *(Photo by Herbert Meyle)*

His next ambassadorial assignment was to India, with a concurrent responsibility as minister to Nepal. From 1951–54 he served as ambassador to Iran, during the crisis involving the attempted overthrow of the shah.

Returning to Washington in 1954, Mr. Henderson was appointed deputy under secretary for administration. He played a major role then in implementing proposals of the Wriston Commission, which dealt with the relationship at State between the Foreign Service and the Civil Service. He was instrumental, too, in the construction of the Department's main building, which bears his name on the cornerstone.

During the 1956 Suez crisis, Mr. Henderson was sent to several ministerial meetings in Europe to deal with the future of the Suez Canal. Also during the mid-1950s, he served as special representative to ministerial meetings involving the Baghdad Pact countries. He was in the first group of five Foreign Service officers to achieve the rank of career ambassador—highest in the Foreign Service.

The son of a Methodist minister, Mr. Henderson was born in the Ozark

Secretary Dulles, left, at swearing-in ceremony for *Mr. Henderson*, second from left, as deputy under secretary for administration, 1955. Also taking oath, for other offices, from left: Assistant Secretary *George Allen*, Ambassadors *Henry Byroade* and *James Bonbright*, , with *Victor Purse*, Office of Protocol. *(Photo by Herbert Meyle)*

On learning of the death of Mr. Henderson, Secretary Shultz issued the following statement:

I was saddened to learn of the death of Ambassador Loy Henderson. This most distinguished diplomat served the nation well . . . Throughout his career, he was known for his leadership, his high sense of integrity and for his role in foreign affairs . . . The Department and the Foreign Service join me in extending deepest sympathy to Mrs. Henderson and to all members of his family. □

Acting Secretary Henderson greets Secretary-designate *Dean Rusk*, 1961. *(Photo by Robert McNeill)*

Mountains, near Rogers, Ark. A graduate of Northwestern, he also attended Southwestern College and the law school of Denver University. He joined the American Red Cross in France in 1918, and worked in Berlin with the Inter-Allied Commission for the Repatriation of Prisoners of War. In 1919 he served as a member of the American Red Cross Commission in western Russia and the Baltic states. In 1920 he was transferred back to Berlin to take charge of American Red Cross interests in Germany.

Joining the Foreign Service in 1922, he served as vice consul in Dublin and Queenstown, and as second secretary in Riga. He was assigned to the Division of Eastern European Affairs, 1924-27.

After retiring in 1961, Mr. Henderson taught at the American University School of International Service for seven years. The founder of the Washington Institute of Foreign Affairs, he was president and chairman of that organization until 1983. His awards included the President's Award for Distinguished Federal Civilian Service, the Department's Distinguished Service Award; decorations from Iran, Greece and Tunisia; and honorary doctorates from his alma maters plus five other universities. He served on the boards of the American Red Cross, the National War College, the Council on Foreign Relations, the American Foreign Service Association and Diplomatic and Consular Officers, Retired.

Mr. Henderson's survivors include his wife.

Burial was in the DACOR (Diplomatic and Consular Officers, Retired) Foreign Service memorial area at Rock Creek Cemetery. Memorial services were scheduled for May 3 at Foundry United Methodist Church. □

Secretary Vance welcomes *Loy Henderson* on Foreign Service Day, 1979. *Ware Adams* is at center. *(Photo by Robert E. Kaiser)*

Theodore C. Achilles, 80, a career minister who was ambassador to Peru, 1956–60, died of an embolism at the Washington Hospital Center on April 8.

Mr. Achilles

Begining his career in 1931, he served as vice consul in Havana and Rome, and as third secretary in London. From 1940–41, he was U.S. representative to the governments-in-exile of Poland, Belgium, Norway and the Netherlands. Then, after an assignment as chief of the Division of British Commonwealth Affairs, he returned to London as first secretary.

Mr. Achilles was first secretary and consular officer in Brussels, 1946–47. Subsequent Department assignments were as chief of West European Affairs, deputy director of the Office of European Affairs, director of West European affairs and director of the planning staff for European affairs. In 1950 he was appointed U.S. vice deputy to the North Atlantic Council in London, with the personal rank of minister. He served as deputy chief of mission and minister in Paris, 1952–56. Before retiring in 1962, he was the Department's counselor for two years.

Mr. Achilles was born in Rochester, N.Y. A graduate of Stanford, he also attended Yale. From 1928–30, he was a newspaper man in California and Japan. Since retiring he has been director and chairman of the board of the Atlantic Council of the United States. He was a member of the board of the Eastman Kodak Co. and the Federal Union of the International Management and Development Institute.

Survivors include his wife, two daughters, two sons and 10 grandchildren. □

Harvey J. Cash, 66, a Foreign Service officer who retired in 1974 and then worked as a contract escort interpreter for the Department's Office of Language Services, died of a heart attack at the New England Medical Centre in Boston on February 15. He was stricken while on an assignment for Language Services.

Joining State in 1947, Mr. Cash was a clerk in Paris, a visa assistant in Rio de Janeiro, a consular assistant in Mazatlan and a consular officer in Mexico, Montreal and Paris. From 1963–68, he was principal officer in Nuevo Laredo.

His last assignment was to Madrid as consul general.

Mr. Cash was born in Glennwood, Ark. He attended Santa Maria College, George Washington University and the Alliance Francaise in Paris. During the war, he served in the Army. Survivors include his wife, two sons, two daughters, three grandchildren, a brother and a sister. □

Joseph Meresman, 48, who was deputy assistant secretary at the Information Systems Office, Bureau of Administration, from 1981 until he retired in 1984, died of lung cancer at George Washington University Hospital on March 19.

Mr. Meresman

Joining the Foreign Service in 1964, Mr. Meresman served as vice counsul in London, and administrative officer in Santo Domingo, Stockholm and the U.S. mission to the United Nations in New York and Geneva. Department assignments included those of staff assistant in the Executive Secretariat, 1966–67; executive director, Bureau of Educational and Cultural Affairs, 1977–78; and executive director, Bureau of Administration, 1980–81.

A native of New York, Mr. Meresman earned a bachelor's at Syracuse and a master's at Columbia. Survivors include his wife, a son, a daughter and two sisters. Contributions are suggested to the George Washington University Cancer Home Care Program, 1229 25th Street, N.W., Washington, D.C. 20037. □

Frank J. Mrkva, 57, who worked in the Passport Office for 23 years before retiring in 1978, died after a long illness on January 1 at a hospital in Prince Frederick, Md.

A legal assistant at the time of his retirement, Mr. Mrkva's career included assignments as a mail supervisor, passport services assistant, office services supervisor and manager, general services officer and supervisory passport services officer. He worked in the Administrative Division, the communications section, the Field Services Division and the Legal Division. From 1950–52, he served in the Army.

Survivors include two sons and a daughter. □

Thomas A. Kelly, 75, a consular officer who retired in 1970 after an assignment to Munich, died on March 14.

Joining the Foreign Service in 1945, he served in Reykjavik, New Castle, Ottawa, Frankfurt, Hong Kong and Manila. A native of Pennsylvania, Mr. Kelly was graduated from St. Joseph's College.

Survivors include his wife. □

Blanche Rule Halla, 86, a retired special assistant in the Executive Secretariat, Correspondence and Review Staff, died of a pulmonary embolism at Bethesda Naval Hospital on March 10.

Joining State in 1919, she served on the Correspondence Review Staff during most of her 47-year career. She was chief of the staff from 1951 until 1962, when she was appointed special assistant.

A native of Washington, Ms. Halla was graduated from George Washington University. There are no known survivors. □

Charles F. Darlington Jr., 81, who became the first resident U.S. ambassador in Gabon in 1961, died on April 11 at a hospital in his native New York State.

Mr. Darlington was assistant chief of State's Division of Trade Agreements, 1937–39. He was an adviser on commercial policy, then executive officer for foreign relief and rehabilitation operations, 1942–43. In 1945 he helped draft the UN charter at the San Francisco conference.

Mr. Darlington was a graduate of Harvard College. From 1943–45 he served in the Navy. He worked for the League of Nations as a currency specialist, 1928–31, and held other positions in the private sector. Survivors include his son Christopher Darlington who is a Foreign Service officer assigned to Port Louis, another son and a daughter. □

Joe R. Warren Saunders, 39, a communications specialist in the Office of Communications, 1981–84, died of cancer on February 27 at the Manor Care Nusing Home, Arlington, Va.

Born in Shawnee, Okla., Ms. Saunders was a graduate of the University of Oklahoma. A former police officer in California, she worked for the Treasury Department in Washington from 1976 until she joined State in 1978. From 1978–81, she was a support communications officer in Athens.

Survivors include her husband, parents and two sisters. □

Angel L. Marquez, 37, a passport examiner at the New York Passport Agency since 1984, died of acute bronchial asthma on March 20.

Born in Puerto Rico, Mr. Marquez earned a bachelor's at the Inter-American University of Puerto Rico and a master's at Long Island University in New York. He was a newspaper reporter in San Juan, 1970–76. From 1977–83, he worked in New York as a program director for the Commonwealth of Puerto Rico, Department of Labor.

Survivors include his wife and two sons. □

Mary Louise Lemmo, the wife of retired Foreign Service officer Charles A. Lemmo, died at her home on December 17. She had emphysema.

Ms. Lemmo had accompanied her husband on assignments to Iran, Iraq, Germany, Libya, Rhodesia, South Africa and the Sudan. In addition to her husband, of Route 2, Box 106, Kenton, Tenn., she leaves a daughter, two grandchildren, a sister and a brother. □

June Farquhar Brown, 63, wife of retired Ambassador L. Dean Brown, died of cancer on March 21 at Sibley Memorial Hospital. She had accompanied her husband on assignments in Europe, Asia and Africa.

Ms. Brown was born in New York. She was graduated from Finch College. Active in service organizations, she was a volunteer for the Red Cross and other groups that provide aid to military families.

Besides her husband, she leaves a son, a brother, a half-brother and a granddaughter. □

Margaret S. Turkel, 77, the widow of Ambassador Harry R. Turkel, died on March 27 in Washington, D.C. She had accompanied her husband on assignments in Mexico City, Lima, Athens, Bonn and Washington. She leaves a son, a daughter and grandchildren. ■

Embassy Mexico employee killed in air crash

Ofelia Casarin, a Foreign Service national secretary in the press section at the embassy in Mexico City, died in the crash of a Mexicana airline flight on March 31. An embassy employee for 20 years, Ms. Casarin was traveling on private business. She leaves her husband and three children.

Also killed in the crash were family members of Foreign Service nationals Rosa Marie de Todd and Bertha Velazquez. □

KABUL, Afghanistan—At the annual memorial service to commemorate the assassination by terrorists of U.S. Ambassador Adolph Dubs.

Library Booklist

Central Africa

Books are in the Department Library

Burundi and Rwanda

BOWEN, MICHAEL, et al. *Passing By; the United States and Genocide in Burundi, 1972*. Washington, Carnegie Endowment for International Peace, 1973. 49p. DT449.B8B68

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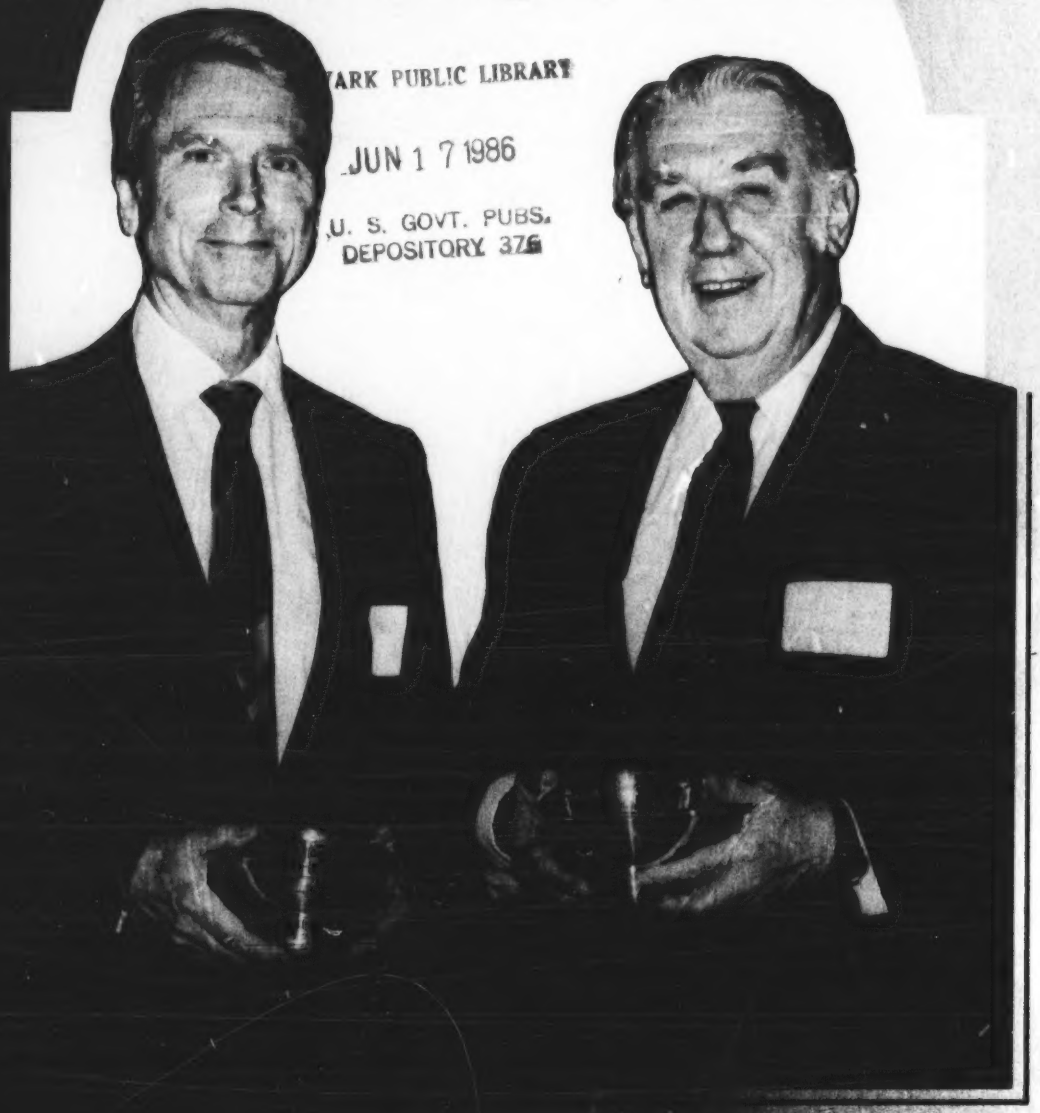
State

The Newsletter United States Department of State June

...ored on Foreign Service Day



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THE COVER—*Claude G. (Tony) Ross*, left, with the Foreign Service Cup, and *John Hugh Crimmins*, holding the Director General's Cup. Story on Page 2. (*Photo by Ann Thomas*)

United States Department of State

State

June 1986
No. 290

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Letters to the Editor

Jobs for spouses: a retort

PRETORIA, SOUTH AFRICA

DEAR SIRS:

I felt that we were back in the 1930s when I read Mr. Grimes' letter in your "Letter to the Editor" section of the April issue. I am not wholeheartedly in favor of the Foreign Service Associates Program, but did appreciate the time and consideration given to the problem of spouses' employment at post.

Describing jobs for qualified spouses as a "program designed exclusively for the benefit of an already privileged group" indicates that Mr. Grimes cannot imagine a spouse (woman here is surely interchangeable) who would wish to work when she could be attending tea parties and shopping. Is wasting a good education and good experience a privilege?

Is qualification as a Foreign Service officer willing to serve anywhere in the world (translation: separation from FSO spouse for years at a time while posted in different countries) the *only* criteria for "professionalism"? Will competition for jobs with spouses *destroy* the morale of competent secretaries or communicators?

It was always my understanding that the Foreign Service employee's dependency report *never* had financial requirements attached with regard to spouses. On this basis we could include friends and relatives without income who might wish to live with us in a foreign country or dump spouses who make too much money! When the Gramm-Rudman-Hollings law was passed, was it the stated intention of Congress to make the Foreign Service spouses the primary victims? Part-time intermittent, temporary positions have been the first targets for cuts overseas, leaving little employment available.

And now we come to the piece de resistance—"jobs for the ladies"! How sweet a phrase—have we considered

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There are 11 monthly issues (none in August). Deadline for submitting material for publication usually is the 10th of each month. Contributions (consisting of general information, articles, poems, photographs, art work) are welcome. *Double-space* on typewriter, spelling out job titles, names of offices and programs—*acronyms are not acceptable.*

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Foreign Service Day

Claude Ross, John Crimmins win coveted awards

800 attend 'homecoming'; 5 who gave their lives are eulogized

THE 21ST ANNUAL Foreign Service Day was commemorated in the Department on May 2, with awards going to two retired ambassadors, Claude G. (Tony) Ross and John Hugh Crimmins. The "homecoming" was attended by nearly 800 retired Foreign Service employees and their spouses. It was sponsored by the Department, the American Foreign Service Association (AFSA) and Diplomatic and Consular Officers, Retired (DACOR).

At the memorial plaque in the Diplomatic Lobby, a ceremony was held late in the day calling attention to the names of four Marine security guards who were struck down by terrorists in San Salvador, and a USIA officer who died in an auto accident in New Delhi while on duty during a visit of the Secretary.

Other events included a luncheon address by Vernon A. Walters, U.S. representative to the United Nations, in the Benjamin Franklin State Dining Room, and plenary addresses by Under Secretary Ronald I. Spiers, on management issues and initiatives; Under Secretary Michael Armacost, on foreign policies; and director Robert E. Lamb, Bureau of Diplomatic Security, and principal deputy director Parker W. Borg, Office of Counter-Terrorism and Emergency Planning. There were also other off-the-record presentations on foreign affairs, workshops and question-and-answer sessions, and an evening reception in the Franklin room.

Armed forces color guard stands at attention as Marine places wreath at the memorial plaque. ***Gerald P. Lamberty*** **is at right.**

(Photos by Ann Thomas)

Award presentations

Mr. Ross was presented the Foreign Service Cup, on behalf of AFSA, DACOR and the American Foreign Service Protective Association. He was cited for "outstanding contributions to the conduct of foreign relations of the United States over a span of 34 years as a Foreign Service officer." During his career, Mr. Ross served as ambassador to the Central African Republic, Haiti and Tanzania, attaining the rank of career minister. Following his retirement, the citation noted, he "maintained a sustained, creative contribution to the Foreign Service, the Department of State, the American Foreign Service Association and Diplomatic and Consular Officers, Retired, by accepting complicated and sometimes sensitive assignments from each of these entities and performing in a skilled and outstanding manner."

Mr. Crimmins, a former ambassador to the Dominican Republic and Brazil, received the Director General's Cup for his "distinguished career in the shaping and conduct of our nation's policy in Latin America." The citation praised him for a willingness to invest his "energies and intellect to nurture the talents of younger colleagues in the following generation of American diplomats and to strengthen the institutions in which they work."

Also on program

At the morning session in the Dean Acheson Auditorium, the "alumni," who came from all sections of the United States and several foreign countries, heard welcoming remarks by director general George S. Vest; DACOR president Ben Hill Brown and AFSA president Gerald P. Lamberty. In the afternoon, at the memorial ceremony, they were joined by Department employees and family members of those who had lost their lives. The newly-engraved names are those of:

—Virginia Warfield, 51, a Foreign Service officer with USIA. She joined the agency in June 1965 and held several overseas assignments, including branch cultural affairs officer at the post in Bombay, India. Ms. Warfield died in the traffic accident on June 30, 1983.

—And the four Marines who were murdered at a sidewalk cafe on June 19, 1985: Bobby Joe Dickson, 28; Thomas T. Handwork, 24; Patrick R. Kwiatkowski, 21, and Gregory H. Weber, 22.

An armed forces honor guard stood at attention as Mr. Vest read a tribute to them from President Reagan. And Deputy Secretary John C. Whitehead, reading a message from Secretary Shultz, who at the time was with the President in Tokyo, said of the Marines and of Ms. Warfield: "Their names have been chiseled in stone ... They join 148 of their colleagues who have also died in the line of duty, and to whom we pay homage each year on this occasion."

Workshop speakers

Speakers at the afternoon workshops included Elinor G. Constable, senior deputy assistant secretary, Bureau of Economic and Business Affairs; Luigi R. Einaudi, director, Office of Policy Planning and Coordination, Bureau of Inter-American Affairs; the assistant secretary for Near Eastern and South Asian affairs, Richard W. Murphy; the assistant secretary for African affairs, Chester A. Crocker; James R. Lilley, deputy assistant secretary, Bureau of East Asian and Pacific Affairs; and Robie M. H. (Mark) Palmer, deputy assistant secretary, Bureau of European and Canadian Affairs.

Vernon A. Walters

During the day, the "alumni" met with colleagues and viewed several exhibits. The Department's Library displayed scores of books written by Foreign Service authors and also prepared a list. George Washington University's Foreign Service History Center distributed a questionnaire and literature on the new center, which seeks to tap the experiences and observations of Americans who have served in the Foreign Service community, through oral history interviews. Georgetown's Institute for the Study of Diplomacy displayed its recent books and other publications. The Association for Diplomatic Studies distributed information on its aims, which include seeking to develop a national library center in current foreign affairs and to create a visual record of American diplomatic history.

Mr. and Mrs. *Claude G. Ross*, left, with Mr. and Mrs. *John Hugh Crimmins*.

George S. Vest, left, with *Ben Hill Brown*.

Deputy Secretary *John C. Whitehead* at memorial plaque.

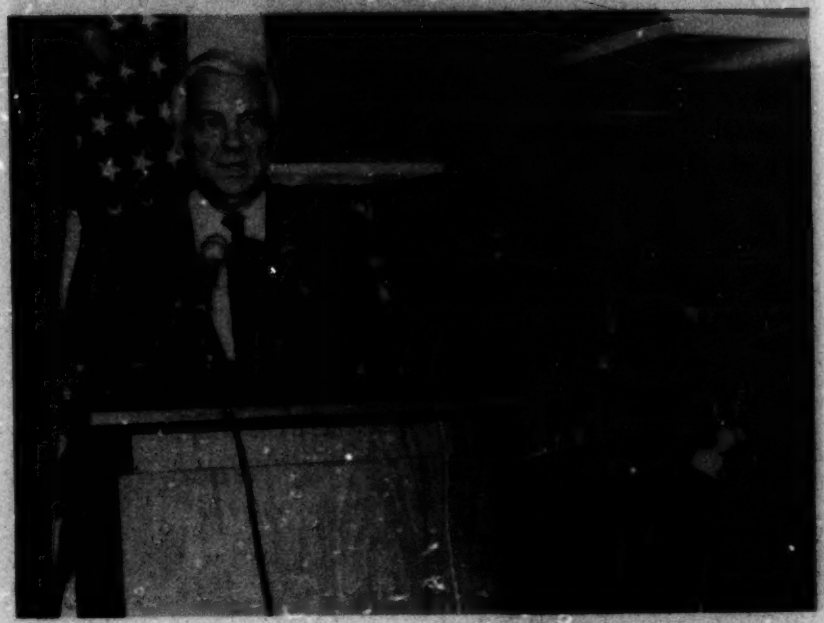
Other events

AFSA and DACOR scheduled separate events to mark the "homecoming," AFSA with a buffet-brunch at the Foreign Service Club, 2101 E Street N.W., on May 3, and DACOR with a "walk-through" at the newly-remodeled DACOR-Bacon House, 1801 F Street N.W., which will be the organization's new headquarters.

Members of both organizations and the day's participants were among those who attended a special memorial tribute to the late Loy Henderson ("Mr. Foreign Service") on May 3 at Foundry United Methodist Church. Government officials, friends and colleagues filled the church.

Retired Ambassador Elbridge Durbrow; Edward L. R. Elson, retired chaplain of the U.S. Senate; and Donald Stewart, associate minister, officiated as the services.

—BARNETT B. LESTER □



Ronald I. Spiers: The management challenge at the Department of State

Following is the prepared text of an address by the under secretary for management, Ronald I. Spiers, on Foreign Service Day.

ALMOST PRECISELY one year ago I was privileged to give you a "state of the union" report on the Department of State and the U.S. Foreign Service. This is an account of where we stand one year further on.

This has been a difficult year for the Department and the Foreign Service. It has seen our introduction to the stringencies of Gramm-Rudman-Hollings, additional difficulties in accommodating our personnel structure to the 1980 Foreign Service Act, and a continuation of the problems of security and terrorism. There are also accomplishments I can report to you.

Under Secretary *Ronald I. Spiers.*

Gramm-Rudman-Hollings

The Gramm-Rudman-Hollings legislation sets a series of deficit ceilings which progressively decrease until they reach zero in 1991, and then puts in place a spending cutting procedure which becomes automatic if Congress and the executive branch cannot agree on budget priorities.

The effect this year was a 4.3% cut in our already approved 1986 budget, halfway through the fiscal year. This meant we had to find $62 million in savings out of our salaries and expenses accounts. The Department is a salaries and expenses agency. We have no big programs to cut into or postpone. We are a "presence," and, if we have to save large sums of money, we have to cut people and organizational units. This year Gramm-Rudman-Hollings forced us to tighten up across the board: to reduce hiring, to restrict travel and to forego new programs and projects. We were able to meet this target, although with some discomfort.

The picture for 1987 is clouded. If anything, the situation threatens to get worse. While the President has proposed a budget which would give us the resources we need to do our job and which reflects the high priority this administration attaches to the activities of the State Deparment, the budget's reception on the Hill has not been good. The President's proposal for fiscal 1987 would provide $4.9 billion for the Department, of which $3.4 billion would be for our operating budget. This would be an increase of $740 million over what we have requested for 1986, almost all of which is for security programs. However, elements of Congress have implied that the most we could expect would be a freeze at 1986 levels, post Gramm-Rudman-Hollings. Given inflation, exchange-rate losses and the need to finance new high-priority programs, this would mean we would have to carve $210 million out of ongoing programs—in effect, a substantial cut. Others say that we should expect an even deeper slice.

Closing of posts

With the Secretary's agreement, I commissioned a group of our senior colleagues to examine what we would have to do to achieve savings of this magnitude. The answer came back that the only way we could do so and still make room for the new programs to which the Secretary attaches highest importance—opening a consulate in Kiev, staffing new posts in Micronesia, building a sorely-needed alternate data processing center, proceeding with the new Foreign Service Institute center at Arlington Hall, continuing to rebuild our reporting and analysis capabilities—would be closing as many as 40–50 posts. While there is no question that some posts should be closed while others are opened, a retreat of this magnitude would carry very adverse signals about the U.S. position in the world. A massive closing of consulates would disrupt the capillaries of our information gathering and influence wielding throughout the world. Nevertheless, we see no alternative to such

drastic measures if these dire budget predictions in fact materialize. It is ironical that the State Department operating budget of $3.4 billion is only 0.4% of the overall federal budget.

Both the Secretary and I feel that it would be wrong to distribute equal percentage cuts among our ongoing activities. We would only end up trying to do the same number of things but doing them less well and continuing the seepage of our responsibilities to other agencies of Government. It is our Foreign Service posts which, for the most part, generate the requirements for people, for buildings, for communications, for equipment, for allowances, transportation and travel. This year we have already had to make plans to close seven of our smaller consulates in response to cuts made by the Office of Management and Budget even before our budget was presented to Congress. This caused us political pain in all of the locales involved. However, this is nothing compared to what may lie ahead.

Personnel problems

Last year I spoke briefly about some of the personnel problems resulting from implementation of the Foreign Service Act of 1980. These problems are transitory in nature and should be seen in historical context.

The initial recommendations for Civil Service reform in the late 1970s included putting the senior grades of the Foreign Service into the Senior Executive Service.

The Department resisted this attack on the Foreign Service strongly and successfully on the Hill, but the price of success was a commitment on our part to modify the Foreign Serice Act to keep it in line with general U.S. government civilian personnel policy, particularly with respect to basing our senior Service benefits and retention on performance rather than seniority. The outcome was the new Foreign Service Act.

The reasons we prevailed on the Hill and kept out of the new Civil Service Act were simple: We argued that

the Foreign Service was different from the Civil Service because of the obligation for worldwide service (with all the physical and health dangers such service implied) and because of its competitive nature—the up-or-out system.

Up-or-out system

During this time there was the realization in the Department that the up-or-out system was not working well. In agreeing to work out a new Foreign Service Act, there was also a decision to develop one which restored a basic premise of the Foreign Service Act of 1946 by reviving real competition in the Service throughout the ranks. Only in that way could the continuation of the separate Service and its special benefits be justified and sustained.

Two key concepts on how to restore competition emerged: First, selection of senior officers would be made more rigorous. This led to the "senior threshold"—the point in a career beyond which many officers would not pass—and the idea of a smaller, more qualified Senior Foreign Service. The second new concept was "selection-in," or the so-called "limited career extensions" for senior officers. The idea here was that, after a period of time in class (seven years for counselor, for example), officers still in that grade would be retired unless the Department decided to offer them a three-year extension of their time in class. This ended what amounted to nearly unlimited tenure for senior officers—essentially a Civil Service approach inconsistent with the officially competitive nature of the Service. Under this system, 72 of our senior officers have involuntarily retired due to failure to receive limited career extensions.

At the threshold level, it was decided to retire officers who had been passed over six times, but to allow them to decide when or if they wished to start competition for promotion to the senior service. The thought here was to give control over this crucial decision to the officer concerned. This is the origin of the "six-year window."

55 to be retired

The effects of these parts of the new Foreign Service Act are now being felt. For example, about 55 FS–1s will be retired in 1987. They will have been passed over for promotion six or more times. These 55 are in addition to an almost equal number of FS–1s who will have to retire for time in class.

It has been said that these 55 officers would have elected to open their windows at a later date if they had known that promotion opportunities would shrink while they were competing. Perhaps that is true but, even if promotion opportunities had remained constant, we estimate only eight of these officers would have been promoted (and we project that six will probably be promoted this year). Furthermore, many of these officers would have been retired for regular time in class within the next two or three years, in any event.

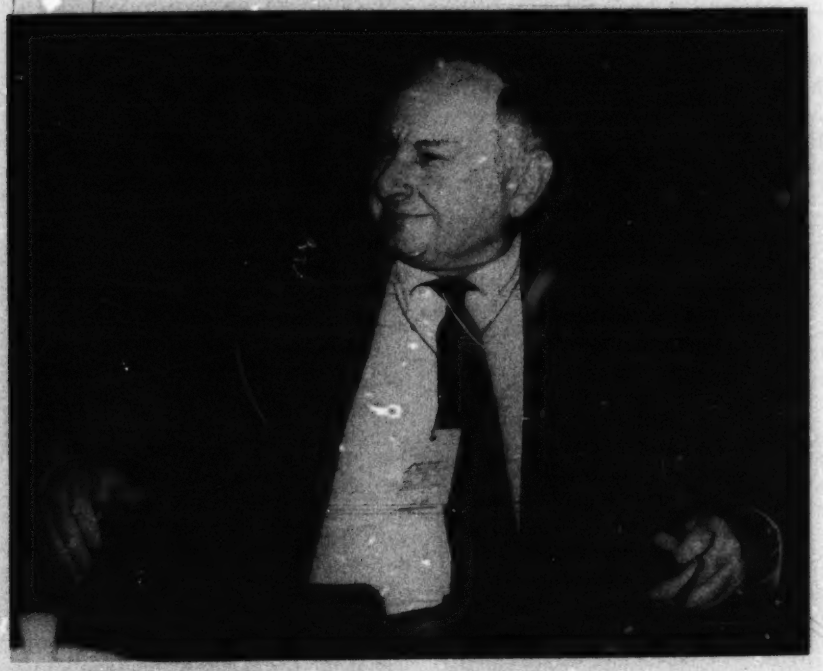
It has also been said that we are losing too many of our best officers as a result of this return to a competitive Foreign Service. First, I have to say that, while these officers are good (after all, we select the very best), they

have not been judged by their peers to be as good as those who have been promoted. Secondly, we have studied the question of skills, and have concluded that these retirements will not create any serious problems. One has to remember that we are always training new officers to replace older ones in any event, and the retirement of these and other officers on the basis of regular time in class is a part of normal personnel and training planning.

'A traumatic time'

The Service is as good as it is because of its competitive nature. Competition is costly. That is the price of the kind of Foreign Service we have and want. We have done our best to help those who cannot go on to the senior ranks. First, they are retired honorably on good pensions. Secondly, we do our best to help them find other employment if they are interested. In my opinion and in the view of outside consultants, the employment prospects of former members of the Service are good. Nevertheless, this is a traumatic time for our valued colleagues.

One of the policies that has met substantial criticism during this year was the decision to conduct a classification review of the Senior Foreign Service. This review resulted in the downgrading of almost 16% of the jobs classified at the Senior Foreign Service level, reducing them from 796 to 670. We believed it was both untenable and illegal to exempt the Foreign Service from the disciplines that apply to other elements of the public service. Jobs in the Senior Foreign Service must include a level of responsibility and skill that justifies classification at the senior level. Furthermore, we felt that there should be a reasonable balance between the number of positions classified at the Senior Foreign Service level and the number of officers in the Senior Foreign Service. This classification review has put us in a position to defend the size of the Senior Foreign Service and to rebut those who repeatedly criticized us on the grounds that we have an unconscionably greater proportion of our people at the senior levels than the Civil Service or the military services. The Senior Foreign Service is now approximately 14% of the total number of our generalist officers and I believe it will stay this way. One by-product of this policy has been a somewhat lower number of promotions, but it has also done away with the problem of "corridor walkers." Whereas several years ago there were 120 in this category, there are now fewer than 30 senior officers in overcomplement status. The bulk of these are in processing for new assignments or retirement or have medical reasons for being in that category.



While both of these issues—reduction of the size of the Senior Foreign Service and the decision not to recommend a lengthening of the six-year window—have been difficult, I believe that we have bitten the bullet and that we have established the basis for a stable and defensible Foreign Service structure for the years ahead. Too often in the past we have ignored these problems, or just let them pile up in hopes that they would go away or somebody else would do something about them.

Ambassadorial appointments

The final personnel difficulty that I want to mention is a classic one—the balance between career and noncareer chief-of-mission appointments. The career Service has done poorly in this regard over the past year. If this trend continues, I believe it will have a very bad effect on the Foreign Service as a whole. We are now at the 60/40 ratio between career and noncareer appointees—the lowest ratio in over two decades. A number of senior people will be coming back in a few months with no onward assignments in sight. All in all, we have had a net loss of 25 presidential appointment-level positions at home and abroad since January of 1981. This may seem an inconsiderable number, but the Service is a relatively small one and shifts of this magnitude can have a large impact on the career outlook for our personnel at all levels. Each time a career position at this level is lost, seven promotion opportunities below it are also lost. The actual impact of a shift of 25 positions is thus 175 promotions and hirings. We

do not promote people to fill jobs which are not there, and we risk demoralizing some of our best people at the most productive point in their careers. The Secretary and the White House have agreed that our target should be a ⅔–⅓ ratio, but it will only be possible to accomplish this gradually as posts open up under the three-year rotation rule.

Spending on terrorism

Terrorism and security have been an increasing preoccupation during the last year. The Advisory Panel on Overseas Security which the Secretary convened in 1984 produced a report last June that contained over 90 far-reaching recommendations for the Department. Besides recommending the establishment of a Bureau of Diplomatic Security and a professional Diplomatic Security Service, the Inman panel recommended that significant new resources be sought for a comprehensive worldwide security program to protect all Government employees abroad. Pursuant to this panel's report, the Department developed a diplomatic security program that would involve the expenditure of $4.4 billion spread over five years; $2.7 billion of this would be for construction, including more than 60 new embassies and consulates. The balance would be spent for related operating expenses, including security officers, residential security improvements and more secure communications equipment.

The Secretary accepted almost all of the Inman panel recommendations. New security standards—a 100-foot building setback to attenuate blast effects, for example—will guide our building program. Many of our posts now front onto busy streets. Many have extensive glass facades. Often we share office buildings with other organizations and businesses. All this is clearly undesirable, and simply unacceptable in a great many situations.

It is too soon to tell what the impact of Gramm-Rudman-Hollings will be on this proposed new security program. The administration and President Reagan personally attach high priority

to improving security overseas, and believe that the expenditure of these large sums is fully justified. We have received severe criticism in Congress in the past for laxity in security. We in management have put great effort into raising the security consciousness of our personnel at home and abroad. Vigilance is not enough, however. We will need resources as well. We have gotten help from the National Academy of Sciences in designing an "embassy of the future" in which security features will be unobtrusive but effective.

As great as is the threat of physical violence from terrorism, we have become increasingly concerned about electronic penetrations of our embassies, and a large part of the contemplated expenditures is to provide protection against this threat. We have had to devote a great deal of attention to bringing our Foreign Buildings Office into the modern era, and we will have to be drawing on resources of the private sector to help construct and manage this very large enterprise.

The new embassy buildings will be expensive. We are not building ordinary office buildings but rather special-purpose buildings designed to meet unusual physical and security standards. These standards, ranging from the size of the site to seismic characteristics to protect against blast effect, increase the cost of construction by about 50%. These buildings are more appropriately compared to hospitals or secure, hardened command-and-control facilities than to office buildings.

Funding by Congress

The matter is now before the Congress of the United States, and it must determine whether congressional priorities are the same as the administration's. The Inman program has been supported in the House, which has authorized the moneys requested. The future is uncertain in the Senate, which has not yet turned its full attention to this problem. If this security program is not funded adequately, the consequences are obvious: our personnel, their families and our national security information will be at greater risk because the United States decided that their safety was less important than some other claims on the national resources.

This proposed program will not solve all our security problems, but it will minimize them. It is comprehensive and long overdue. It addresses our most basic security concerns. It is one of our highest priorities.

Terrorism is a low-level form of warfare. Much of it is state-supported. We must assume terrorism will increase rather than diminish in the years ahead. We must continue to improve our intelligence, our cooperative programs with other countries and continue to take all prudent measures of passive defense, deterrence and preemption.

It is true that much terrorism has its roots in unresolved political grievances, many of which are beyond the present reach of diplomatic solutions. That, however, is no moral justification for terrorism or excuse for inaction on our part. We must defend ourselves as we strive to resolve the problems underlying terrorism. The fact that the roots of terrorism lie in the domain of politics underscores the critical importance of the role of the Departrment and Foreign Service in this battle. In

the last analysis, it is only our work which can stop terrorism. We must have the people to do the job, and they must be able to work in safety. We are the front line in this war.

Accomplishments cited

I have devoted a fair amount of attention to these major problem areas and I would like to conclude by listing a few of last year's accomplishments:

—We have made progress in restoring our reporting and analysis capabilities and in stopping the erosion we have suffered in this area. These capabilities are absolutely critical to the nation, and are one of our fundamental responsibilities.

—We have improved internal communications in the Service through a monthly management cable and other communications channels, in a way that has enhanced understanding and acceptance of some very difficult management policy decisions.

—We have made substantial progress in developing procedures to ensure difficult postings do not go unfilled, and to achieve more equitable sharing of hardship assignments.

—We have raised the pay ceiling for senior people in hardship assignments, removing serious inequities that also led to difficulties in staffing hardship posts with the best people.

—Our best people have traditionally avoided assignment to the Senior Seminar and to training in general. Yet such training is necessary to maintain and improve basic professional skills. We have put great effort into ensuring preferential assignments for seminar graduates, and it is now becoming accepted that selection for this seminar is a mark of distinction.

—We got a good start in the development of a new Foreign Service Institute at Arlington Hall. Congress has approved the transfer of land to the Department, and we are now beginning design competition for the building.

—We are replacing many of our local staff in Moscow with Americans. Although this is an expensive project, it is responsive to substantial congressional interest, and will improve security considerably.

—The Office of Foreign Missions has made great strides in using reciprocity to ensure more equitable treatment of our personnel abroad.

—New financial management centers in Bonn, London, Brussels and Tokyo are now in successful operation. Three more are scheduled for this year. We are completing installation of a worldwide American payroll system which will avoid many of the difficulties and inconveniences which used to be regarded as inevitable.

—We are developing computerized workforce planning systems, which will mean that we can make informed and coherent decisions on promotion, recruitment and career extensions.

—We have launched a "short tour" program which permits us to use some of our best and most senior people for specific projects in Washington. Not only does this get done important things which otherwise would not have been accomplished, it permits us to construct bridges between assignments. It is an economical and effective use of great talent.

—We have established a deputy-chiefs-of-mission committee which focuses high-level attention on candidates for these key management positions, and ensures that all available well-qualified candidates are considered—not just those known only to the leaders of the geographic bureaus.

—We have been in touch with major American business enterprises to see what we can learn from their management experience, particularly in the areas of recruitment, evaluation and professional development.

Remaining challenges

Many challenges still lie before us. The Department needs more effective ways of relating resources to policy priorities. We need to reduce the levels of U.S. Government overseas presence in diplomatic missions. Department personnel now constitute only 28% of our overseas mission staffing, and the size of our overseas missions has grown by 20% during this administration. The Secretary, under the President's direction, has launched a project to reduce this expanded presence. This is particularly important, given the high security costs of protecting our people of all agencies overseas. We still need to do more to achieve a higher representation of minorities, women and administrative and consular personnel in senior positions. We have only begun to give information resource management the kind of attention this subject deserves. We want to accelerate our work on a coherent foreign affairs information system which will bring together office automation, telecommunications and automated data processing systems in an integrated program.

Finally, let me say one last thing—perhaps the most important thing I have to say: The Department and the Foreign Service need your support as we move forward into deeper and more dangerous waters. We need your help in the form of suggestions. There are never enough good ideas. We need your support politically. Never has this country needed a stronger and more highly professional Foreign Service and Department than now. You are our best interest group. Be active. □

Robert E. Lamb: An address on the terrorist threat to the Foreign Service

Following is the prepared text of a speech given by Robert E. Lamb, director of diplomatic security, on Foreign Service Day.

FEW ORGANIZATIONS can deal well with change. Organizations that consider themselves as elite find change particularly threatening. The Foreign Service is no exception. Our typical response to change has been somewhere between that of the British aristocracy in 1910 and Orville Faubus in 1956. I would note that for most institutions the anticipation of change is worse than the reality.

For us in the foreign affairs community especially, the current security environment is unsettling. Today, there's no force working for change in our world greater than security. When I mention security, we all have one reaction, we immediately say to ourselves: "Oh, yes! The terrorists." That's natural; events keep terrorism before us.

On Tuesday morning before breakfast, a terrorist bomb was exploded outside Harry Barnes' residence in Santiago, shattering windows in the residence and nearby houses. Fortunately, neither Harry nor his wife, who were in the house at the time, were hurt.

Last Saturday, in Mexico City, we found a large and sophisticated bomb molded into the frame of a car parked in the street between the embassy and a hotel, just about where the visa lines would form on Monday morning.

In the last two weeks, we've had six facilities bombed and two employees shot. Our embassies reported over 60 cases of surveillance during the month of April alone.

Other problems

But terrorism isn't the only element shaping the security scene today . . . In the summer of 1984, we found that the Russians had inserted sophisticated transmitters in several Selectric typewriters in Moscow and Leningrad. The devices captured the characters being typed on the typewriters and relayed them to a nearby radio receiver.

Parker W. Borg, left, with *Robert E. Lamb*.

The typewriter experience and the bombing in Beirut, in different ways, showed us that we'd allowed our adversaries to get ahead of us. A new security era had dawned which we were too late in recognizing. We can't let that happen again.

The panel chaired by Admiral Bobby Inman gave us a blueprint—a pretty good one. If we follow it, we can have more secure embassies and the professional cadre of security officers necessary to keep them that way.

All of us here today are linked by bonds from the past. I would like to invite you to join with me in looking to the future. The current and future security environment will mold our embassies into new shapes. Let me share with you today what I think that shape will be—by, say, the year 2000. That sounds like the distant future but it isn't so far away. To put it in perspective, in the year 2000 the first members of the 32nd junior officer class which was sworn in March 6 will just be opening their six-year windows.

'Romantic but unrealistic'

First, terrorism will still be with us. America likes bold, direct solutions to problems. We're tempted to think that, by applying quick, decisive military action, we can defeat terrorism once and for all. That notion is attractive and romantic but unrealistic. Terrorism will continue to be a vehicle of choice for the kooks and the calculating alike who want to attack American policies or American interests. Particularly with the advent of state support, terrorism has come to be a low-level form of warfare—cheap as wars go—with high potential gain and, in the past, relatively low risks.

We've begun to raise the ante on the terrorists—to send them a message that terrorism against America will not be cost-free. We sent that message with our response to the Achille Lauro hijacking; we sent that message with the economic sanctions and then the raid on Libya. It isn't a message that can be sent only once or in only one way and be properly heard. But, my area of responsibility focuses on a different aspect of this issue.

We in the Foreign Service have

seen the terrorist phenomenon grow. After the second world war, we became accustomed to our embassies being targets for demonstrations. When I was a junior officer trainee in Brussels in the early '60s—working for Bob Beaudry, Bill Harrop, Jack Connolly, perhaps others out there who would prefer that I not mention their names—our embassy was across Rue Zinner from the Spanish. Demonstrations were common, especially on nice spring days. Occasionally a group of demonstrators would march past the Spanish embassy with anti-Franco placards and change their slogans in front of our chancery, to protest whatever American policy was unpopular at the time.

'Convenient' targets

Embassies are convenient for people to make a political statement about a government or its policies. In the '50s and '60s it was almost a cliche for demonstrators in underdeveloped countries to burn the USIA library or cultural center, to express their opposition to our foreign policy. These demonstrations rarely turned life-threatening.

We could, in the final analysis, rely on our protection under international law. That system worked fairly well for a long time because nations saw it in their interest to make it work.

I consider 1968 as the year the modern era of terrorism began—at least as it affects our embassies. In that year there were a number of attacks against our diplomats. The most dramatic single incident in this chain, was the assassination of Gordon Mein in Guatemala, in August.

In the late '60s and early '70s we saw the threat intensify, but it remained confined primarily to individual kidnapping or assassination to make a political point or to gain money for a cause. In late 1979, mobs burned our embassies in Libya and Pakistan. In Pakistan, four embassy employees were killed, including a young Marine. In Tehran, the embassy was seized by a mob and the Foreign Service began a 444-day ordeal which was shared by our whole country.

New era begins

Just three years ago last month saw the opening of a new era. A vehicle drove into the front entrance of our chancery in Beirut, came to rest against a supporting column and detonated. The explosion destroyed our embassy. Seventeen American and 69 Lebanese lost their lives. America lost an embassy. The Foreign Service lost its innocence. That bombing and the others that followed it—in Kuwait and again in Beirut—forced us to reconsider the way we do business abroad.

Now we are seeing new trends evolve. The entry of states into the terrorist business has increased cooperation among terrorist groups. For state support has infused more money and more lethal weapons into the terrorist movements, and provided them with a logistic network that is as convenient as the diplomatic pouch.

With that new support, terrorism could go worldwide. Europe and the Middle East are long-time battlefields. In South America terrorism has begun to move beyond the Andes. Anti-American terrorism was introduced extensively in sub-Saharan Africa in the middle of last summer. Even Asia, which has been relatively free of terrorism targeted against us, felt its cold touch with the bombing of the Erawan Hotel in Bangkok on April 8, just before Secretary Weinberger's speech, and the bombing of our consulate in Sonkhla, Thailand, on April 22.

Finally, we see the threat being extended towards all employees in the embassy. Historically, the prime targets in the embassy were ambassadors, the military or people with presumed intelligence connections. But Bill Calkins in Khartoum and Arthur Pollick in Sanaa were both first-tour communicators. We think, by the way, that they were targeted because they were Americans working in the embassy, and because they were vulnerable—not because they were communicators.

Despite this broadening of the targets, the embassies and official facilities continue to have a special American symbolic significance—and they will stay on center stage. Our successes in deterring attacks shouldn't give us any illusions about the immunity of our facilities, or lead us to assume the primary targets are shifting.

Looking ahead

Let's look now into the future a little. While terrorism will swirl about our embassies, the chanceries themselves will become more idyllic in appearance. We'll move out of center city to the near suburbs. The buildings will have a park-like setting because of our requirement for greater setbacks. Security will be designed into the buildings and the sites. Much of the security won't be visible to the untrained eye. For example, trees can be an effective rocket screen. The building itself will have very few windows. Windows cost us in energy efficiency and lessen our defenses against laser and electronic attack, and they increase the vulnerability of our employees to the effects of explosives.

Will they be fortresses? I don't think so. Design can compensate for the lack of windows. Atria and nice interior spaces can make our buildings attractive and pleasant to visit and work

in. For the doubters, I would suggest that you re-visit the I.M. Pei annex to the National Gallery or the Madison Building of the Library of Congress.

All signs today point to the security threat expanding beyond the office. The shootings of our communicators, who were driving to their homes, illustrate that. There'll be more bombings of discos, such as in Berlin; and more attacks against employees in recreational settings, such as the Marines in the sidewalk cafe in San Salvador last year. As a consequence, there'll be more clustering of housing. I'm predicting clustering rather than compounds. We'll provide more guards and more home-to-work transportation. Our armored car program will expand well beyond the 300 vehicles now projected.

Psychology of the Service

We, the people who make up the Foreign Service, will change. Our culture and makeup will have to adapt to these new circumstances. Foreign Service officers are typically what the Meyers-Briggs psychological test describes as "conceptualizers." Conceptualizers by nature have trouble noticing such details as whether they're under surveillance or whether there's something unusual about their houses when they go home at night.

Obviously, our security awareness programs are going to continue to be even more important. The embassies themselves will be high-tech: computers, video monitors, electronic sensors, more rapid and simpler communications will all be a part of this environment. Large communications centers will be replaced by large computer centers. Incoming telegrams will be distributed and delivered electronically, and outgoing cables will go directly from the drafter's terminal. For low-volume reporting posts, there'll be an integrated communications package which builds on embedded encryption devices, high-reliability alarms and low-cost electronics to provide protection for national security information. Essentially, I foresee our smaller facilities monitored from hundreds or even thousands of miles away, rather than by resident Marine detachments. If there's any question of surreptitious entry or compromise, we'd simply destroy the classified keying material. This will be the 21st-century equivalent of the one-time pad. This same technology will allow us to store classified documents at a distant location and retrieve them electronically.

The local employee problem

For all the headaches it brings, automation will have some advantages for us in security terms. It'll allow us to eliminate some of the local employee positions which cause us security concerns in our embassies. The role of the local employee must be rethought. There's an important role for Foreign Service nationals in the unclassified operations of the embassy of the future. There has to be some restructuring—more physical separation in the embassy and more Americans in sensitive jobs, particularly in the computer business. We need to recognize this and move ahead with it. Prolonged public discussion of the role of the FSN has its costs. Nothing breeds disloyalty as surely as distrust.

Our embassies will probably be larger in the year 2000. The diversity and complexity of our international relations will continue to grow. Other agencies—outside the foreign affairs community—will have new interests that need to be represented abroad. We in the career Foreign Service haven't shown much flexibility in picking up new tasks which come upon the scene. As a consequence, other agencies have put their own people in the field to do the necessary job. I don't see a change in this trend.

We also see great growth in the defense and intelligence communities. In fact, if the current rate of growth continues, there'll be more Americans in our embassies working for the Department of Defense than for State well before the year 2000.

State as protector

The diversity of our presence abroad has an impact on our security. There's a big temptation—particularly as Gramm-Rudman-Hollings stares us in the face—for us to say that each of the two dozen or so agencies is responsible for its own security. But that approach would be wrong. It would be wrong ethically. It would be wrong politically. And it would be wrong from the point of view of good management.

Our sense of responsibility tells us that we must do all that we can to protect our embassies and the people and our national security information. That umbrella of protection must extend over American and FSN, over civilian and military, over families as well as employees.

Our sense of leadership tells us that we need a strong security program to accomplish this. In accepting the Inman panel recommendations, we've committed ourselves to such a program.

And our sense of national service tells us that we must be successful. As Ron Spiers said earlier, it is a new kind of warfare that engages the Foreign Service in 1986. It is a war that is difficult to win. But it is a war that we can't afford to lose. Thank you. ■

Q—Is there life after an inspection?

A—Only enough to let you run in a marathon

BY KEN O'GORMAN

WHEN BILL HARROP, the program inspector general, sends his inspection teams out, he expects results. However, he didn't expect me, as one of his inspectors, to become the American record-holder for the Mount Meru Marathon in East Africa.

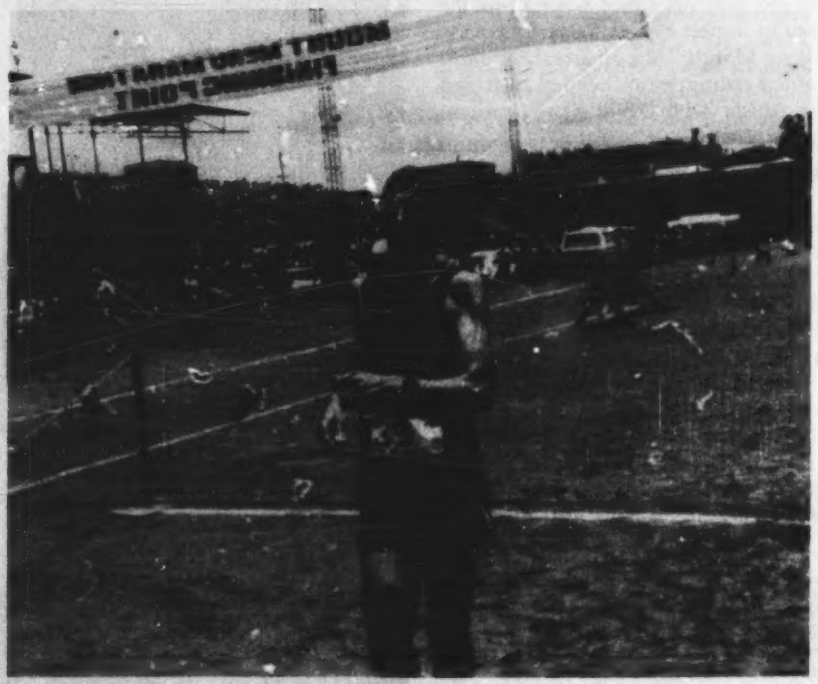
I was a member of the East African/Indian Ocean inspection team, and I began my planning for the inspection trip by reading Runner's World magazine, where I discovered a marathon listed for March 9 in Arusha, Tanzania, where we have an AID mission. A quick check of the inspection travel plans revealed that the 9th fell on the weekend that my team would be traveling from Nairobi, Kenya, to Dar es Salaam, the Tanzanian capital. The map revealed that Arusha was, more or less, on the way to Dar es Salaam from Nairobi. Arusha is at about 5,000 feet altitude, which can prove to be a problem for a runner like me who trains along the banks of the Potomac.

I arrived in Nairobi (about 6,000 feet elevation) on February 1. I trained there in the late afternoons, after work, for three weeks. I couldn't believe how difficult it was to run at that altitude. I did about nine miles on that first run, and my leg muscles were burning the whole way. However, in less than a week I had acclimated and was back to normal form.

High to low

I then moved to sea level in the Seychelles Islands for a week, while the team inspected the embassy at Victoria. Ambassador Irvin Hicks and administrative officer David Buss helped by pointing out some good running roads there. It was hot and muggy, but very beautiful, on that tropical island. When the inspection was concluded, the team returned to Nairobi the week before the marathon, to wrap up the inspection of our embassy in Kenya.

With the race about to begin, the two Americans—No. 36 and No. 39—are smiling.



***Inspector O'Gorman*, no longer smiling, crosses the finish line.**

I train in Washington by running between 50 and 65 miles per week. To do this I have to have a lot of support from my wife, Hilary. But traveling and running don't mix well. I had trouble reaching 45 miles a week in February because of the extensive hours required for the inspections. Yet to run a marathon well (the marathon distance is 26.2 miles, or slightly more than 42 kilometers), I need between 60 and 65 miles per week for at least eight weeks before the race.

Four weeks before race day, I wasn't yet sure I'd be able to get into the race—or even be able to get to Arusha. But thanks to administrative officers Fred Sheppard in Nairobi and Quetzal Doty in Dar es Salaam, I was assured a place in the lineup. Once the plans began to gel, Foreign Service national Raman Chopra, the assistant systems manager in Nairobi, volunteered to accompany me to Arusha, to act in my support during the race. Then Walt Silva, the senior inspector of my team, and Don Haught, a member, also decided to accompany me (on the trip, not the run) since they were all on the way to inspect Dar es Salaam anyway. So on March 7 the inspection team, turned racing team, headed overland for Arusha with David Kiarie, an embassy driver.

Gorgeous American

When we arrived in Arusha, I was almost embarassed by the reception I was accorded by the race officials. They treated me as though I were an elite runner, rather than the middle-of-the-pack runner that I am. On my first day there, I met several race officials, coaches and runners. I became friends with Patrick Masumbuko, a Tanzanian coach. I think he was impressed that an old man like me could be a marathon runner. At 43, I was the second-oldest entrant.

On the day before the race, I met the only other American runner, Kathy Jahnige. She's a 1985 college graduate who's working for the Anglican church in Arusha. She registered as a Tanzanian, however, leaving me as the sole officially registered American. With Ms. Jahnige, who was making her first attempt at the marathon distance, and the five other foreign runners, I was introduced at a press conference on the eve of the race.

It rained hard that night, and morning dawned heavily overcast, warm and humid—not the best conditions for a long, hard run. When the race started, I just hung back and let the fast guys go. Within an hour the clouds were completely gone, and the tropical sun began to punish the runners, including me. The temperature edged up into the 80s. I was pleased with my 10-kilometer time, about 45 minutes, but I was hurting when I finished the long hill at the 20-K mark, just short of the half-way point. Raman Chopra's roadside aid for me, which supplemented the well-run water stations provided by the race officials, was a blessing.

Slowed to a walk

About a mile before the 35-K water station, I knew I was in trouble; I was overheating. The sun was terrible; it must have been approaching 90 degrees. I walked more than half a mile to the 35-K marker, and was forced to take several other short walks between the 35 and the 40. I hadn't walked in my last 17 marathons, but I had no choice. I was chilling because I was overheating, and I was becoming dehydrated. I just wanted to finish.

And finish I did. I wasn't proud of my time, but I was very happy just to finish on such a bad day. My 4-hours-5-minute time was considerably slower than my normal finishes within the 3:30 to 3:40 range (my best time is 3:25). But on this day my 4:05 was good enough to take the third-place trophy in the foreign division. This was my 20th and by far my toughest marathon, I was thinking while downing a couple of beers at the finish line. Of the 118 starters, only 73 had finished. Among the 73 were all seven of us foreign entrants, including Ms. Jahnige, who finished third among the women, about 15 minutes behind me. I don't think I'll defend my American record, I replied to one person who asked me about next year's Mt. Meru Marathon.

Still at it

To bring you up to date, I'm on the inspection team that's traveling to China this month. I hope to maintain training there, so I can run some fall marathons, including the Marine Corps Marathon in November. Why do I run these long distances? Well, everyone needs a game. My game is marathoning. ■

Fifteen minutes after the race, *Ken O'Gorman*, second from right, smiling again, poses with unidentified sports writer (on his left) and the members of his cheering section, who are, from left, *Walter J. Silva*, *Patrick E. Masumbuko* and *Raman Chopra*.

News Highlights

Second communicator is shot; 6 blasts occur

In a spate of terrorist incidents over the last several weeks, a second State Department communicator was shot and there were a half dozen explosions in Africa, Asia and Latin America in which Americans were targets.

Mr. Pollick

The communicator was Arthur L. Pollick, 41, who was hit by two bullets fired from a passing car in Sanaa, Yemen, as he drove home from church on April 25. One bullet passed through his shoulder and the neck area, and the other went through the base of his skull, but he was able to walk home and call for help. Surgery was performed, and he was reported in good condition. Mr. Pollick had joined the Foreign Service in 1984. Sanaa was his first assignment.

The other communicator, William J. Calkins, who was shot in the head in Khartoum, Sudan, while driving home from work on April 14 (STATE, April) is in a hospital in West Germany. Partially paralyzed from his injury, he was said to be in stable but serious condition. Shortly after the shooting, American dependents and some embassy personnel were evacuated from Khartoum.

The other attacks were in:

—Tunis, Tunisia. An American diplomat's parked car exploded near the U.S. Marine Guards residence on April 17, after a man reportedly threw two gas bombs and then fled. No one was injured. The blast occured in a residential area where many embassy staff members live. The Tunisian government responded quickly to requests for increased security.

—San Jose, Costa Rica. A grenade that was thrown into the street exploded in front of the U.S. consulate on April 17, at 9 p.m. Four non-Americans waiting for a bus nearby were injured. Damage to the consulate was minor; there was no damage to the embassy, on another corner of the intersection.

—Lima, Peru. A car bomb exploded outside the U.S. ambassador's residence on April 21, at 5:08 a.m. The blast ripped a four-foot-long hole in the concrete wall outside the residence and shattered several windows. No one was injured. The bomb was in a red Toyota rigged with 60 kilos of explosives.

—Songkla, Thailand. The glass facade of the U.S. consulate was shattered when a bomb was hurled from a vehicle towards the consulate on April 22 at 3:15 a.m. There were no injuries.

—Mexico City, Mexico. On April 28 a car bomb was defused about 50 feet from the U.S. embassy. Mexican journalists received a call concerning the bomb. They notified Mexican police who deactiviated the bomb. There were no injuries. Because of demonstrations and bomb threats, the U.S. embassy had suspended issuance of nonimmigrant visas, to protect applicants who would be vulnerable while waiting in line.

—Santiago, Chile. Terrorists set off a bomb on a wall near the U.S. ambassador's residence on April 29. Ambassador Harry G. Barnes Jr. was awakened by the 6:20 a.m. blast that cracked two windows in the residence. No one was injured. □

Office of Foreign Missions is doing unto others

James Nolan. *(Photo by Doris I. Alston)*

James Nolan, director of the Office of Foreign Missions, is leading a Department effort to achieve reciprocity for privileges accorded to foreign diplomats here. His office, established in 1982, will not grant benefits, he says, "unless our diplomats overseas receive the same."

"Tax exemptions are an example," he said in an interview. "We used to give sales tax exemptions to all diplomatic and consular personnel, whether or not we were receiving comparable exemptions in their countries. Now we don't give exemptions unless we're receiving them."

In turn, several countries have changed their regulations and now give total or partial exemptions to U.S. employees abroad. They include Colombia, Costa Rica, Guyana, Israel, Ivory Coast, Mexico, Netherlands, Nicaragua, South Africa and Turkey.

The purchase of real estate was cited as another area where the United States has made changes. "Governments used to acquire real estate here as any person in the United States would—they'd go to a real estate agent and buy what they could afford," Mr. Nolan said. "But our Government is prohibited from owning property in some countries. So now we review all real estate purchases here. If we're unable to buy land in a country, then

we no longer approve the country's purchase of land here."

Foreign governments can't lease property here as freely, either, he said. "In some countries we have to go through a housing bureau to lease property, so we're requiring those countries to lease through us. In Sofia, for example, we had to lease four apartments that were in bad condition. We told the Bulgarian embassy that they wouldn't get any more good apartments here until we got some better ones in Sofia. When they were looking for housing, we showed them some places they didn't like very much. They have since gotten us four new apartments in Sofia."

Mr. Nolan's office also controls the issuance of vehicle license plates and drivers' licenses. "Previously each state decided who qualified for diplomatic plates—there were about 20,000 in this country. There are less than 15,000 now that our office is making that determination," he said. "We also require liability insurance and we try to assure that serious traffic and safety violations are brought to the attention of authorities."

The office's control over drivers' licenses allows the United States to provide a benefit that Americans have been receiving in some countries, but not granting, Mr. Nolan said. He explained: "In France, for example, diplomats can exchange their American driver's license for a French license without being tested. Local jurisdictions in the States wouldn't do that for foreign diplomats here. Now, when foreign diplomats apply for a license through a local jurisdiction, their applications are sent to us for approval. If they've passed a driver's test in their own country that's similar to the tests we require here, we give them a license without further testing."

Some foreign diplomats are required to make travel arrangements through the Office of Foreign Missions, according to Mr. Nolan. "Employee travel in the Soviet Union has to be booked through a particular travel organization, and you have to get permission from the ministry of foreign affairs to travel.

"So Soviets here must now have permission to travel, and they must make their travel, plane and hotel reservations through this office."

Other countries that are obligated to use the Office of Foreign Missions travel services in the United States include Bulgaria, Czechoslovakia, East Germany, Poland, Afghanistan, Cuba, North Korea and Libya, among others.

Banking practices and customs regulations are further areas of concern for the office. Banking difficulties encountered by U.S. missions include delayed credit and currency purchases, unreasonable ledger fees and taxes imposed on U.S. Government accounts. So a U.S. Customs official is detailed to the Office of Foreign Mission to work with customs problems such as delayed pouch and domestic shipments. □

Bookfair is running behind; books needed

Bookfair says it has an "urgent and continuing need for hardcover and paperback books in good condition, especially nonfiction titles and foreign language books." The supply of books to be sorted is unusually low for this time of year, according to Bente Littlewood, Bookfair director.

Also needed are stamps and art work in prime condition. For information or to arrange home pickup, call Barbara Huso at 223-5796 or stop by the bookroom, Room 1524, next to the cafeteria at Main State. All contributions are tax-deductible. The bookroom is open for sales from 2 to 3 p.m. daily, except Wednesdays. ■

ADDIS ABABA, Ethiopia—Chargé *James R. Cheek* presents Meritorious Honor Award to *Almaz Bemnet* for her contributions in enabling USIA to reestablish operations in Ethiopia. Public affairs officer *John Burns* is at right.

'Secretaries of the Year': Tess Johnston, Judith Karinshak

Department doubles up on its annual presentation

FOR THE FIRST TIME, State has two "Secretaries of the Year," one for the Foreign Service and one for the Civil Service.

Tess Johnston, former secretary to the consul general in Shanghai, now attending the Foreign Service Institute, has been named "Foreign Service Secretary of the Year." Judith A. Karinshak, a secretary and principal staff assistant in the Bureau of Public Affairs, was selected as "Civil Service Secretary of the Year." Each received $5,000 and a certificate signed by Secretary Shultz. In addition, their names will be engraved on a plaque in the Foreign Service Lounge.

Runners-up for the awards are Foreign Service secretaries Margaret Arcement, Embassy Ottawa, and Yolanda Pena, Embassy San Salvador; and Civil Service secretaries Marlene Garcia, Bureau of Inter-American Affairs, and Margaret Y. O'Brien, Bureau of Legislative and Intergovernmental Affairs.

The dual awards were established by the Department's Management Council, headed by Under Secretary Ronald I. Spiers. In previous years, secretaries in the Foreign Service and Civil Service competed for a single award.

Judith Karinshak, left, and *Tess Johnston. (Photo by Doris I. Alston)*

Nominees

The selection committee received 14 nominations from abroad. In addition to Ms. Johnston and the runners-up, the candidates were Maureen F. Casey, Kenya; Mary D'Adam, Mexico; Jean L. Di Nicola, Cairo; June H. Foster, Paramaribo; Linda Jackson, Tokyo; Gloria Junge, Praia; Helena M. Nienstadt, Rome; Ladonna Oliver, Manila; Audrey Smallwood, Milan; Jill Sykes, Bogota; and Catherine Ward, Beijing.

There were 12 nominees for the Civil Service award, including Ms. Karinshak and the runners-up. They were Claudia J. Breece, Inter-American Affairs; Kristen K. Cicio, Politico-Military Affairs; Carolyn Y. Contee, Intelligence and Research; Helen M. Ferris, Oceans and International Environmental and Scientific Affairs; Sybil Garrett, African Affairs; Jeffrey Sager, Inter-American Affairs; Ora B. Smith, Program Inspector General; Wilma Strawberry, International Narcotic Matters; and Billie Wilds, Medical Services.

Tess Johnston

Ms. Johnston was "not only the secretary to the consul general in Shanghai," her nomination noted, "but his full partner in much of the front office's management and coordination functions, and often the only security-cleared secretary in six sections of a small but extremely busy post. At times she practically ran the office, and very competently." She was lauded for her "initiative and reliability in planning and control room work"; for "dedication, keen intelligence and curiosity, boundless energy, and an electrifying enthusiasm for work and life in the Foreign Service."

During the visits of President Reagan, Vice President Bush and other U.S. leaders to the region, Ms. Johnston was said to have played "a leading role." She was the first Foreign Service secretary to receive 44 weeks of language and area training before being posted to China and, the nomination asserted, "she has put this training to excellent use, every day—a big return on the Department's investment." In addition, she created and developed, on her own time, the post's historical archives. She has written two articles for STATE.

Judith Karinshak

Ms. Karinshak's nomination noted that she combines "superb professional skills with an equally impressive ability to work under pressure and total dedi-

cation to her job—a rare combination which has made her an invaluable member of the Public Affairs front office and a key member of the team charged with the preparation of the Department's daily press briefing." The nomination added: "In her role as our one-person command post, her performance has been exceptional and has been widely commended by our professional colleagues at the White House and at the Department of Defense."

Ms. Karinshak was cited for her work as the principal staff assistant in the bureau's front office; for "dedication, prodigious output and continued superb performance;" and for "professional ability to organize her work, recognize priorities and react on her own initiative." □

Georgia Debell: $5,000 administrative award

Georgia J. Debell, administrative officer at the U.S. embassy in Sanaa, Yemen Arab Republic, is this year's winner of the $5,000 Leamon R. Hunt Award for Administrative Excellence. She was cited for "demonstrated courage and competence, humanity and selfless dedication and enormous accomplishments." These included the preparations for the building of a new embassy, temporary service in Beirut under "dangerous conditions" and the carrying out of a million-dollar security enhancement program.

Twenty others were nominated for the annual award. They were:

—Ned A. Arcement, general services officer, Ottawa.

—Paul C. Bofinger, supervisory general services officer and deputy administrative counselor, Pretoria.

—John A. Collins, administrative officer, Grenada.

—John C. Daniels, administrative officer, Stockholm.

—Gregory W. Engle, general services officer, Munich.

—Brian L. Goldbeck, personnel officer on rotational assignment, Seoul.

—Donald S. Hays, administrative officer, Dakar.

—Mark L. Jacobs, supervisory general services officer, Tunis.

Ms. Debell

—Guy C. Johnson, financial management officer, Tokyo.

—Leon M. Johnson Jr., roving administrative officer, Bureau of Inter-American Affairs.

—Richard A. Johnson, administrative officer, Suva.

—William E. Kohlenbush, administrative officer, Lusaka.

—Alfonse Lopez, administrative officer, Jerusalem.

—Cristobal R. Orozco, administrative officer, Helsinki.

—Ronald B. Rabens, administrative officer, Paris.

—Robert A. Sarofeen, assistant general services officer, Vienna.

—Phillip J. Walls, administrative counselor, Ankara.

—Steven J. White, administrative officer, Jeddah.

—James Williard, administrative officer, Port Moresby.

—Walter J. Woolwine, administrative officer, Geneva.

Ms. Debell's citation said she had arranged a week-long orientation program for nine prospective contractors after land was purchased for a new embassy. The security enhancement program was said to have involved reconstruction of the embassy compound walls, improved guard procedures, training exercises and redrafting the embassy's emergency action plan. Ms. Debell was portrayed as helping to relocate the Marine house, as well as offices for Peace Corps and USIA operations, and as "raising the security consciousness of the entire mission and dependents through a series of security seminars open to the American community."

The citation noted that Ms. Debell, "who is truly fluent in Arabic, which she has used virtually every day in her dealing with Yemenis of all levels, has been extremely effective, despite the strong tradition of a male-dominated society," and that she "used her knowledge of the local culture in practical ways to achieve our objectives."

She also was praised for volunteering to serve six weeks in Beirut, March–April 1985. She organized the evacuation of "half the staff when security deteriorated." In addition, she was credited with reshaping the administrative section and obtaining a high level of performance from the Foreign Service national staff.

Ms. Debell joined the Foreign Service in 1973. She has held assignments in Washington, Rabat, Tel Aviv, Tunis and Doha. She was posted to Sanaa in 1984.

The selection panel included Donald J. Bouchard, assistant secretary for administration, chairman; director general George S. Vest; Mary Ryan, executive assistant to the under secretary for management; Kevin Carroll, executive director, Bureau of International Organization Affairs; and Bryce M. Gerlach, executive director, Bureau of Near Eastern and South Asian Affairs.

The Department's administrative achievement award was renamed last year in honor of the late Leamon R. Hunt, who was killed by terrorists in Rome on February 15, 1984. ■

Appointments

Envoys named for Brazil, 4 African countries

President Reagan, as of mid-May, had announced his intention to nominate four ambassadors. Each nomination would require Senate confirmation. The four, in alphabetical order by posts, are:

—*Brazil*—Harry W. Shlaudeman, ambassador-at-large and until recently President Reagan's special envoy for Central America, to succeed Diego C. Asencio.

—*Cape Verde*—Vernon DuBois Penner Jr., deputy assistant secretary for visa services, Bureau of Consular Affairs, to replace John Melvin Yates.

—*Guinea-Bissau*—John Dale Blacken, deputy coordinator for public diplomacy for Latin America and the Caribbean, Office of the Secretary. The African post is vacant.

—*Madagascar; Comoros*—Patricia (Pat) Gates Lynch, broadcaster and producer, Voice of America, to succeed Robert Brendon Keating in both countries.

Following are biographical sketches of the persons chosen by the President.

* * *

Brazil

Harry W. Shlaudeman has been ambassador-at-large and President Reagan's special envoy for Central America since 1984. Before that, he was executive director, National Bipartisan Commission on Central America, 1983–84.

Joining the Foreign Service in 1955, he drew assignments as vice consul, Barranquilla, 1955–56; political officer, Bogota, 1956–58; as a student taking Bulgarian language and area training at the Foreign Service Institute, 1958–59; and consul, Sofia, 1960–62.

Mr. Shlaudeman later was political officer, Santo Domingo, 1962–64; Dominican desk officer, 1964–65; assistant director, Office of Caribbean Affairs and adviser to Ambassador Ellsworth Bunker during the latter's mission to the Dominican Republic, 1965–66; special assistant to the Secretary, 1967–69, and deputy chief of mission, Santiago, 1969–73. In recent years the veteran diplomat was deputy assistant secretary for inter-American affairs, 1973–75; ambassador to Venezuela, 1976; assistant secretary for inter-American affairs, 1976–77; and ambassador to Peru, 1977–80, and Argentina, 1980–83.

Mr. Shlaudeman was born in Los Angeles on May 17, 1926. He received a bachelor's from Stanford in 1952. He served with the Marine Corps, 1944–46. He was a real estate salesman and property manager with Hare, Brewer & Kelly, Palo Alto, Calif., 1950–52; a trainee with the Union Bank of Pasadena, 1952–53; and credit manager, Richfield Oil Co., Los Angeles, 1953–54. His foreign languages are Spanish and Bulgarian.

Mr. Shlaudeman

Mr. Penner

Mr. Shlaudeman won the Department's Distinguished Honor Award in 1966 and the Presidential Meritorious Service Award in 1983. He is the author of "Central America—We Can Afford to Do No Less," in Caribbean Action, autumn 1985. He is a member of the Bethesda Country Club. He is married to Carol Jean Dickey Shlaudeman. They have two sons, Karl Frederick and Harry Richard, and a daughter, Katherine Estelle. □

* * *

Cape Verde

Vernon DuBois Penner Jr. was deputy assistant secretary for overseas citizens services, Bureau of Consular Affairs, 1983–85. He joined the Foreign Service in 1963, and the following year was assigned as a junior officer trainee in Frankfurt. He later held assignments as consular officer, Zurich, 1965–66; administrative officer, Osaka-Kobe, 1966–68; as a student taking language training at the Foreign Service Institute, 1968–69; and consular/political officer, Warsaw, 1969–72.

From 1972 to 1975 Mr. Penner was consular officer and special assistant to the administrator, Bureau of Security and Consular Affairs. His later assignments included principal officer, Oporto, 1975–78, and Salzburg, 1978–79. After taking university training at Princeton, 1979–80, he became chief of the consular section in Frankfurt. Following a three-year tour, he became deputy assistant secretary for overseas citizens services. Since last year he has been deputy assistant secretary for visa services.

Mr. Penner was born in Brooklyn, N.Y., on October 20, 1939. He received a bachelor's from Union College in 1962; and a master's in public administration from Syracuse, 1963. He was a mid-career fellow at Princeton, 1978–80. His foreign languages are German, Polish and Portuguese. He is the co-author of the State Department study, "The Consular Function" (1972). He is a member of the American Foreign Service Association and the Consular Officers Association. He received the Department's Superior Honor Award in 1983.

Mr. Penner is married to Dorothy Anne Skripak Penner. They have a son, Robert DuBois, and a daughter, Alexandra Suzanne. □

* * *

Guinea-Bissau

John Dale Blacken has been deputy coordinator, Office of Public Diplomacy for Latin America and the Caribbean, since 1984. Before that, he was deputy chief of mission, Santo Domingo, 1981–84.

Mr. Blacken entered Government service in 1958 as a management analyst, Office of the Secretary, Department of Agriculture. In 1961 he was assigned to take junior officer training at the Foreign Service Institute. Following his studies, he became third secretary, Dar es Salaam, serving there

until 1963. He later held assignments as cultural affairs officer, Bureau of Educational and Cultural Affairs, 1964–67; as a student taking Portuguese language training at the Foreign Service Language School, Rio de Janeiro, 1967; and political officer, Consulate General Sao Paulo, 1967–70.

In 1970 Mr. Blacken was assigned as John Quincy Adams lecturer at the University of Massachusetts. He then was Panama desk officer, 1971–73; political counselor, Panama, 1973–76; and deputy chief of mission, Georgetown, 1976–78. In recent years he was deputy political counselor, U.S. mission to the United Nations, 1978–80, and director, Office of Central American Affairs, 1980–81.

Mr. Blacken was born in Everett, Wash., on August 26, 1930. He received a bachelor's from Washington State in 1955, and took graduate work at the University of California, 1955–58. He served with the Army, 1950–52. His foreign languages are Portuguese, Spanish and German. He received the American Foreign Service Association's William R. Rivkin Award in 1978, and the Department's Meritorious Honor Award in 1966 and 1973, as well as its Superior Honor Award in 1976. He is a member of the American Foreign Service Association.

Mr. Blacken has four children—Lygia, Lilian, Jeffrey and Michelle. □

* * *

Madagascar; Comoros

Patricia Gates Lynch has been producer and host of the Saturday and Sunday "Voice of America Morning" program since 1984. From 1968 to recently, she was co-producer and host of the Voice's "Breakfast Show."

Ms. Lynch was assistant manager, Edward Cushing Bookshop, New Canaan, Conn., 1943–44; fundraiser for the war bond drive, American Theatre Wing, New York, 1943–44; and a volunteer Red Cross nurse's aide, Stamford, Conn., and Oak Ridge, Tenn, 1943–46. She did volunteer work in various parts of the nation while traveling with her husband, who was in the military, 1944–57. In 1957 she became co-producer, writer and broadcaster at WFAX Radio, Falls Church, Va. From 1960 to 1961 she did freelance work for NBC while living in Munich. She continued her association with WFAX in the Washington area, and carried out assignments in western Europe and Iran for the American Forces Network, in Europe. In 1969 she was on detail from the Voice of America to the White House staff of Mrs. Richard Nixon, serving as special assistant.

Ms. Lynch was born in New Jersey on April 20, 1926. She attended the

Mr. Blacken

Ms. Lynch

Dartmouth Institute, Hanover, N.H., in 1975, and its annual seminars, 1975–85. Her foreign languages are French and German. She has won many honors and awards, including the Elizabeth Roper scholarship, 1941; the Department of the Army's Outstanding Service Award, 1960; the Award for Outstanding Achievement, Business and Professional Women's Club of Arlington, 1970; and the Award for Broadcast Excellence, Billboard magazine, 1976. In 1983 she received an American participant grant from USIA to lecture in Nepal, the Philippines, Indonesia and Australia on U.S. political and social processes. She was the first recipient from the Voice of America to receive that grant.

Ms. Lynch is a member of the American Newswoman's Club, the American Women in Radio and Television, the Association of Junior Leagues and the Sulgrave Club. She is married to William D. Lynch. She has a son, Lawrence Alan Gates, and a daughter, Pamela T. Gates. □

Envoy for Western Samoa

Paul Matthews Cleveland, who was appointed ambassador to New Zealand last December. (STATE, December), has been named to serve concurrently as ambassador to Western Samoa. □

Envoy rank for Novak

President Reagan has announced his intention to accord the personal rank of ambassador to Michael Novak as chairman of the U.S. delegation in Bern, to the Conference on Security and Cooperation in Europe experts' meeting on human contacts. ■

More USIA people should be envoys, panel says

The U.S. Advisory Commission on Public Diplomacy, in a report excerpted in the Congressional Record of April 30, criticized "underrepresentation of senior USIA officers in ambassadorial and deputy chief of mission positions," and recommended that President Reagan and Secretary Shultz "correct this imbalance."

The commission also urged that USIA officers "be given equal consideration with their State Department colleagues for chargé and *acting* (emphasis in the report) deputy chief of mission positions," that State "increase the variety of Washington assignments given to USIA officers," and that USIA officers "be assigned routinely to regional and other policy positions on the staff of the National Security Council." □

You may not know all about U.S. savings bonds. You may not know all their tax advantages, how they can be used for an education—or retirement plan—all the reasons why bonds are such a logical part of every family's savings program. But just knowing they are the safest, most convenient way to save should make you consider joining the Payroll Savings Plan. □

Prose or Poetry?

The stanza: a stately way to state what State must state

Bard at Foggy Bottom, crusading still, builds momentum (he believes)

BY JOSEPH F. CLARE JR.

IN THE APRIL issue of STATE, I demonstrated beyond any reasonable doubt the need for a poetic approach to politico-military analysis. The response to my article was instantaneous. For example, this may be apocryphal, but I'm told that Soviet Ambassador Anatoliy Dobrynin read it and left town the same week, saying that he'd never heard anything so preposterous in his 24 years in Washington—so he was giving up his post and returning to Moscow for good. Other Soviet leaders, on learning that I'm assigned to the Arms Control and Disarmament Agency, speculated that the presence of such lightheadedness there could explain the whimsical nature (as they would have us see it) of U.S. arms control policy. No *official* comment has come from the White House, neither in prose nor verse. However, one official there, unknowingly speaking into an open microphone, commented that such ideas at State showed why foreign policy needs to be made in the White House rather than at Foggy Bottom.

Mr. Clare

Further potential

This is a promising beginning. I'm encouraged now to march on with the power of poetry beyond the narrow analytical/policymaking sphere. Take speechmaking, for instance, since public diplomacy is an increasingly important aspect of foreign policy. Imagine how effectively Secretary Shultz could put his message across in iambic pentameter—or better yet, anapestic heptameter or dactylic octameter. Never again would the Secretary have to read the dull speeches prepared for him. He could sing out, rather, in Shakespearean tones, as in the following speech I would suggest:

The principle of liberty's our guide,
We struggle to promote stability,
Supporting freedom fighters far and wide
While pondering a new reality:
New trends in economic conjuring,
A revolution in technology,
The blessings that the SDI will bring,
And challenges from ideology.
The flow of information will bring change
As others hear the call of freedom's voice,
And though our policies seem sometimes strange
It's them or us—you've got to make a choice!
As for my critics, let's make one thing clear:
Think whom you'd have to hear, if I weren't here!

Similarly, a poetic touch could be of use to Bernard Kalb in his noontime face-offs with the press. By alternating blank verse and various simple rhyming patterns, he could convincingly say "no comment" in a variety of interesting ways. Instead of "I don't have anything for you on that subject," Mr. Kalb could offer a quatrain or limerick to amuse and distract his interrogators:

On the sensitive issue you bring
To attention, I've no reckoning;
I would say, if I knew,
But, as often is true,
The bureau has not told me a thing!

If the going got particularly rough one day, he could even try some special pleading:

Your criticism's quite unfair,
Your implications quite untrue,
Your probing questions quite misplaced—
Remember, I was one of you!

Moreover, the diplomatic cocktail party circuit could become more interesting if partygoers were to recite verse, or learn how to play the old game of capping rhymes. Not only would such steps raise the intellectual level of these events, but waistlines would benefit as well (it being extremely impolite to eat while reciting or listening to poetry).

And poetry could enliven and purge the bureaucratic gobbledegook from the diplomatic note or demarche. Imagine, for example, the impact that a diplomatic rondel or sestina (or if we were really mad, a *double* sestina) could have on Muammar Qaddafi—at least equal to that of any high-speed anti-radiation missile. We might have considered sending the following warning to the Libyan leader before undertaking our recent military action:

Once upon some midnight dreary,
while you ponder bored and bleary,
Memorizing "Green Book" quotes that you had written long before,
While you're nodding, maybe napping, suddenly will come a tapping:
U.S. aircraft gently rapping, blowing wide your tenthouse door.
Heed this warning: halt your terror operations forthwith, or
They'll quote Qaddafi nevermore!

A call to pen

These are but a few of the possible uses of poetry in support of foreign policy. We could extol our friends (an "Ode to the Iron Maiden," for Mrs. Thatcher), present testimony to the Congress (in authentic regional accents and idiom), and even help reduce the federal deficit. For poetry, in these days of Gramm-Rudman-Hollings, would reduce our expenditures for paper, ink, typewriter ribbons, filing space and so on—because we'd be crafting concise poetic (as opposed to verbose prose) papers.

It's clearly time for the poets at State to come out of their closets and use their talents to further our national interests. It's time to eschew the blunt instrument of prose and take up the shaply-pointed rapier of poetry. It is, in short, time to stick it to them! ■

Ask Dr. Dustin

Q. WEST AFRICA

I have developed arthritis while abroad in the Foreign Service. I can't do my work as well as in the past. I am eligible for retirement and am considering applying for a medical disability retirement and would like advice.

A.

To receive medical disability retirement in the Foreign Service, it's necessary that an employee be totally disabled for useful and efficient service. Awards for partial disability (such as those the Veterans Administration adjudicates) aren't possible. A person has to be totally disabled, consistent with his or her grade and abilities—not simply disabled to accomplish the work that one customarily does or did in the past. Having a No. 5 medical clearance (not cleared for duty overseas) doesn't, in itself, make a person totally disabled for useful and efficient service. It wouldn't be possible to make a decision for you until such time that you've had a complete physical examination and a determination of the degree of your disability.

Q. EASTERN EUROPE

Not too long ago, I requested emergency visitation travel for my wife to be with her twin sister after the latter had been critically injured in an auto accident. She had two children who needed my wife's presence, to say nothing of a distraught brother-in-law. Fortunately, things went well but I would like reimbursement for this trip and it's been denied. I thought emergency visitation travel now included siblings.

A.

A two-pronged answer here: (1) Yes, emergency visitation travel has been approved for siblings, *but* only in the case of death (3 FAM 699.5-4e). (2) It states further that, if the eligible travelers visited their siblings before death and death occurs during the visit or within 45 days after the family member's departure from post, the trip is authorized.

Q. WESTERN UNITED STATES

I'm a college student and my folks are assigned to an African post. I will be going to visit them this summer (for my first time in Africa). But I'm curious why my Mom tells me I can't go swimming in the lakes there.

A.

In tropical Africa, the disease Schistosomiasis, or bilharzia, is transmitted by a freshwater snail that lives in most bodies of fresh water. Contact with fresh water from lakes, streams or rivers may bring sufficient exposure to cause infection. The fact that water is moving quickly doesn't make it safe. Schistosomiasis has been known to occur after even a single swim, wading, water-skiing or the coincidental tramping around on the edge of contaminated bodies of water. Schistosomiasis can cause acute and chronic debilitating symptoms, which persist for years and which are often difficult to diagnose. Avoidance of freshwater bodies of water in countries where the disease occurs is the best means of preventing infection. Swimming in the ocean or chlorinated pools poses no risk of acquiring schistosomiasis. It's a good idea to listen to good ol' Mom!

This column by Eben H. Dustin, M.D., chief of the Department's Office of Medical Services, appears monthly in STATE. Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the editor, or to Dr. Dustin directly. In either case, your privacy will be respected; your post will not be identified. □

Q. NEAR EAST

We brought our child to this post when she was 10 months old, before she began to talk. Because of many servants in the household, she began to speak in another language and now, at age 3, she speaks mainly in this language with few English words. We are concerned because her speech development seems to be lagging. Will she have a difficult adjustment when we return to Washington for our next assignment.

A.

Many Foreign Service children grow up learning a second language before English, because children tend to respond to the major language in the household. To give you a baseline on usual speech development regardless of language, at 9 months to 1 year, children imitate sounds, may say their first words, and use their voice to get attention. At 1½ to 2 years, children can say 10–15 words, can put two words together and can ask 1–2 word questions. Significant language development comes between ages 2–4. At this time, children say 200–300 words, use 2–3 word sentences, like to name things and can say most sounds except perhaps *r, s, th* and *l*. At this age, they ask lots of *why* and *what* questions. Because children tend to do what their peers do, you might seek out a play group or nursery where the language of instruction is English. As parents, if you consistently speak English to your child, regardless of the child's response in another language, she or he will understand English, and you'll be amazed at how quickly your child converts to using English as the primary language, once she or he begins at school or to play with a group of peers. If you're still concerned about language development by home leave, you can consult with the clinical social workers in our Employee Consultation Service, Room 2237 (647-4929). They can assist you with referrals to organi-

zations such as the National Association for Hearing and Speech or, if necessary, explore with you the need for assessment of possible learning disabilities. □

Dr. Dustin's health hints

One of the most painful messages parents can receive about their newborn child is that the child has a disabling condition or handicap. The dreams and expectations of raising a bright and healthy child are suddenly dashed by the realization that the child is handicapped. It's the beginning of a long journey for which few parents are well prepared.

Support from family, friends, and the community is essential to help parents cope with the universal reactions of denial, anger, guilt and despair which accompany the birth of a handicapped child. The need for support is even more critical for those families living overseas, far from their relations and old friends. Fortunately, mutual self-help groups, also known as support groups, have mushroomed in recent years as parents seek understanding and information about available resources. Families living in the Washington area have a wide variety of self-help groups to help them cope with birth defects and physical and mental handicaps.

If you wish to contact a support group dealing with a specific disability, the Employee Consultation Service in Room 2237 has a comprehensive list of such organizations and will be pleased to furnish you with names and addresses as required. The list includes:

The Association for Children and Adults with Learning Disabilities, P.O. Box 1255, Arlington, Va. 22210; National Society for Autistic Children, 1234 Massachusetts Avenue N.W., Suite 1017, Washington, D.C. 20005; Easter Seal Society for Disabled Children and Adults, 2800 13th Street N.W., Washington 20009; March of Dimes Birth Defects Foundation, 4660 Kenmore Avenue, Alexandria 22304; Juvenile Arthritis Foundation, 1901 N. Ft. Meyer Drive, Suite 507, Arlington 22207; Juvenile Diabetes Foundation, 7307 MacArthur Boulevard, Bethesda, Md. 20816; Epilepsy Foundation of America, 4351 Garden City Drive, Landover, Md. 20785; National Hemophilia Foundation, P.O. Box 5304, Arlington 22205; Childrens Hospital Cleft Lip and Palate Clinic, 111 Michigan Avenue N.W., Washington 20010; Association for Retarded Citizens, 1522 K Street N.W., Suite 516, Washington 20005; Spina Bifida Clinic of Childrens Hospital, 111 Michigan Avenue, N.W., Washington 20010; Tay-Sachs Foundation, P.O. Box 4105, Silver Spring, Md. 20904; Parents of Dwarfed Children, 10518 Lorain Avenue, Silver Spring 20910; Guild for Infant Survival, P.O. Box 1505, Vienna, Va. 22180; United Cerebral Palsy Association, Inc., 66 East 34th Street, New York, N.Y. 10016; Muscular Dystrophy Association, 5249 Duke Street, Suite 109, Alexandria 22304. □

Alcohol Awareness Program

Love, sex and alcohol: They don't mix

The following is reprinted here, with permission, from the pamphlet "A Health and Fitness Guide to Alcohol," published by the Alcoholism Council of Greater New York.

Doesn't alcohol enhance lovemaking?

History and literature provide plenty of evidence that drink has long been the companion of ardor. But why? Alcohol's seeming gift of euphoria is actually a result of its depressive effect on the part of your brain that controls inhibition.

Sound like exactly what you were after? But there's another side to inhibition.

As well as guarding our positive, hopeful emotions—feelings of love, trust, and joy—the brain's inhibitory mechanisms also keep watch over less romantic feelings, like jealousy, mistrust, and anger.

If your wine and candlelight dinners tend to end in bickering rather than intimacy—ask yourself why.

Maybe it's not the dinner company after all, but rather, a sensitive switch within you that can flip from affection to aggression in an instant. Switched on by alcohol—not you.

Moderate drinking may alter your normal patterns of desire—either stirring them by depressing your inhibitions. Or damping them, by making you drowsy or disturbing your sleep.

Moderate drinking does not cause impotence. But victims of chronic alcoholism may experience impotence, low sperm counts—even sterility.

When the male system is overwhelmed with alcohol, a crucial enzyme normally used for sperm production is monopolized by the liver to metabolize excess alcohol. Impotence and sterility can be reversible, even among heavy drinkers, but only with abstinence.

While some controvery still surrounds the issue of whether you can safely drink anything at all during pregnancy, doctors now universally warn against the possibility of *Fetal Alcohol Syndrome*.

Three general characteristics unify all diagnoses of FAS, though more than 17 different symptoms have been attributed to the syndrome. The three are: small infant birth weight and size, fetal abnormalities or deformities, and damage to the central nervous system.

What if you discover your condition weeks into the pregnancy? Consult your doctor, and together you can plan what's best for the rest of your term. According to the U.S. Surgeon General, abstinence is still the least anxious way to approach your pregnancy.

Copies of the pamphlet are available from the Alcoholism Council of Greater New York, 133 E. 62nd Street, New York, N.Y. 10021. In the meantime, if you think you have a problem with alcohol, get in touch with the Alcohol Awareness Program, Department of State, 647-1843. Regulations require that all contacts with the program be handled on the basis of medical confidentiality. ■

Installment savings beats installment buying. Join the Payroll Savings Plan for U.S. savings bonds. □

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Education and Training

Schedule of courses at Foreign Service Institute

Program	July	Aug.	Sept.	Length of course
Area studies				
Africa, sub-Sahara	—	11	—	2 weeks
East Asia	—	11	—	2 weeks
Latin America	—	11	—	2 weeks
Near East and North Africa	—	11	—	2 weeks
South Asia	—	11	—	2 weeks
Southeast Asia	—	11	—	2 weeks
USSR/eastern Europe	—	11	—	2 weeks
Western Europe	—	11	—	2 weeks
Language and advanced area courses				
Afrikaans	—	25	—	24 weeks
Amharic	—	25	—	24/44 weeks
Arabic (Eyptian)	—	25	—	24/44 weeks
Arabic (modern standard)	—	25	—	24/44 weeks
Arabic (western)	—	25	—	24/44 weeks
Arabic (modern standard)(advanced in Tunis)	—	4	—	12/15 mos.
Bengali	—	25	—	24/44 weeks
Bulgarian	—	25	—	24/44 weeks
Burmese	—	25	—	24/44 weeks
Chinese (standard)	—	25	—	24/44 weeks
Czech	—	25	—	24/44 weeks
Danish	—	25	—	24 weeks
Dari (Afghan Persian)	—	25	—	24/44 weeks
Dutch	—	25	—	24 weeks
Finnish	—	25	—	24/44 weeks
French	—	25	22	20 weeks
German	—	25	—	20 weeks
Greek	—	25	—	24/44 weeks
Hebrew	—	25	—	24/44 weeks
Hindi	—	25	—	24/44 weeks
Hungarian	—	25	—	24/44 weeks
Indonesian	—	25	—	32 weeks
Italian	—	25	—	20 weeks
Japanese	—	25	—	24/44 weeks
Japanese (advanced in Yokohama)	—	4	—	12/15 mos.
Korean	—	25	—	24/44 weeks
Korean (advanced in Seoul)	—	25	—	44 weeks
Lao	—	25	—	24/44 weeks
Malay	—	25	—	32 weeks
Norwegian	—	25	—	24 weeks
Pilipino (Tagalog)	—	25	—	24/44 weeks
Polish	—	25	—	24/44 weeks
Portuguese	—	25	—	24 weeks
Romanian	—	25	—	24 weeks
Russian	—	25	—	24/44 weeks
Serbo-Croatian	—	25	—	24/44 weeks
Spanish	—	25	22	20 weeks
Swahili	—	25	—	24 weeks
Swedish	—	25	—	24 weeks
Thai	—	25	—	24/44 weeks
Turkish	—	25	—	24/44 weeks
Urdu	—	25	—	24/44 weeks
Familiarization and short-term (FAST) courses				
French (metrop.)	—	25	22	10 weeks
French (sub-Sah.)	—	25	22	10 weeks
German	—	25	—	10 weeks
Italian	—	25	—	10 weeks
Portuguese (L.A.)	—	25	—	10 weeks
Portuguese (Eur.)	—	25	—	10 weeks

—(Continued on next page)

Overseas Briefing Center announces courses

The Overseas Briefing Center has announced a schedule of programs for families who have returned to the United States after serving abroad. The classes are for spouses, on Mondays, June 23 and September 8, 9:15 a.m.–1 p.m.; for singles and couples, Wednesday, August 20, 6:30–9:30 p.m.; for teenagers, Saturday, September 20, 8:45 a.m.–1: 15 p.m.; for families, Saturday, August 23, 9 a.m.–1 p.m.

All sessions will be at the Foreign Service Institute. For information, call 235-8784. □

State, National Archives conclude agreement

The State Department and the National Archives have concluded a four-year agreement providing for the transfer to and opening of the Department's 1950–1954 records at the archives. They announced the signing of a second agreement, which will result in transfer of the Department's 1955–1959 records over the next four years.

Under the agreements, the first in which another U.S. agency provided financial support to Archives to enable official records to be opened to the public in timely fashion, some 10,000 boxes of State Department central and diplomatic post files were reviewed for declassification and processed for accessioning. These records cover such topics as international organizations and conferences, international trade and economic affairs, international political relations, national security affairs, and international transportation, communications, science and information.

The second agreement provides for declassification review and processing of the Department's central and "lot" files for 1955 through 1959. Because of budgetary constraints the new agreement is less comprehensive than the first, but still will provide for the eventual transfer and opening of approximately 8,000 file boxes. State again is providing guidance and funding. □

22 high school grads win $500 merit awards

The American Foreign Service Association, in cooperation with the Association of American Foreign Service Women, has given 22 merit awards of $500 each to graduating high school students for "outstanding academic records and leadership qualities." Money for the awards came from the association's Scholarship Fund and from the annual Bookfair. The awards were named in honor of all the volunteers who have worked on the Bookfair during the past 25 years.

The winners:
Robert Hazen Bell
Carolyn Michiko Brady
Rebecca Marie Buchanan
Diana Isabel Burson
Laura Holliday Butcher
Teresa Ann Duffy
Philip Burton Ellis
Susan Jessica Friedland
Elizabeth Susan Graham
Laura Vera Harwood
Nancy Howard Hearne
David Edward Johnson
Eric Allen Johnson
Alice Mae Jones
Erik Geoffrey Linton
Duncan Emerson Manville
Thomas McLean
Stephen Robert Pastorino
James Maxwell Pringle
James David Rachmales
Rufus Justin Smith
Elizabeth Roberts Wilcox

Honorable mention:
Natalya Maria Baldyga
Linda Marie Bastiani
Elizabeth Sarah Canning
Tanya Alison Kienzl
Mary Amanda Kamoi Lee
Valeria Maite Levin
William Austin Moede
Alexandra Suzanne Tanner
Timothy Nowell Tanner
Rebecca Caroline Winder □

Book on diplomacy for young readers

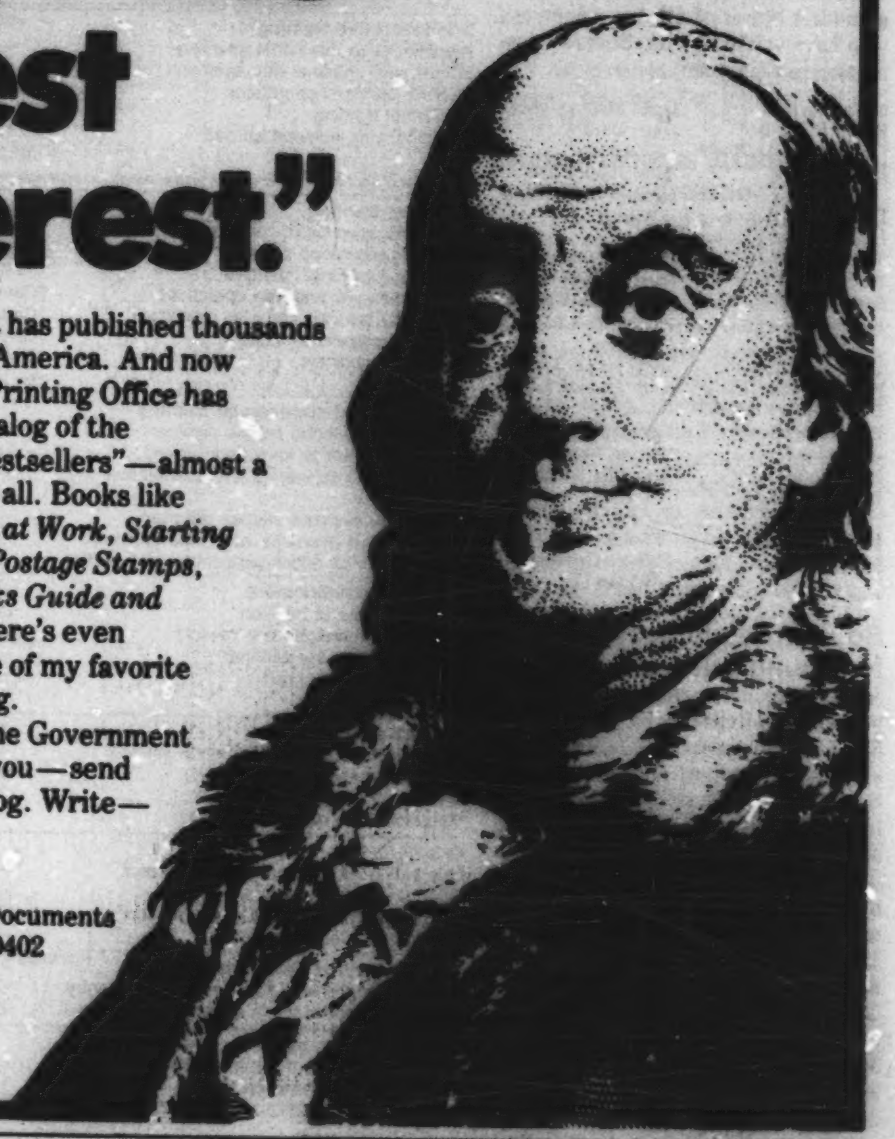
A book for young readers on diplomacy and careers in the Foreign Service, "Passports to Peace: Embassies and the Art of Diplomacy," by Nancy Warren Ferrell, has been published by Lerner Publications Co., Minneapolis (88 pp., $10.95).

The volume discusses how diplomatic missions work and rules of diplomacy. Department photos are included. The author acknowledges assistance from former Assistant Secretary Thomas M. Tracy; Barnett B. Lester, associate editor, STATE; Anne Symington, cultural section, London; and John H. Dieffender, administrative officer, Dublin. ■

—(Continued from preceding page)

Program	July	Aug.	Sept.	Length of course
Spanish (L.A.)	—	25	22	10 weeks
Spanish (Eur.)	—	25	22	10 weeks
Overseas Briefing Center				
Career Planning Seminar	—	—	9	4 days
English-teaching seminar	—	—	22	5 days
Going overseas (Wed. for singles and couples)	—	—	24	1 day
Re-entry (Monday for spouses)	—	—	8	1 day
Re-entry (Sat. for families)	—	23	—	1 day
Re-entry (Sat. for teens)	—	11	20	1 day
Re-entry (Wed. for singles)	—	20	—	1 day
Regulations, allowances and finances in the Foreign Service Context	—	—	17	3 days
Administrative training				
Administrative functional intensive	—	4	—	4 weeks
Budget and financial management	7	4	1	38 days
General services operations	7,28	18	8,29	35 days
Personnel training	7,28	18	8,29	25 days
**Coping with violence abroad	7,14, 21,28	4,11, 18,25	2,8,15, 22,29	1 day
Consular training	*Pre-registration required for:*			
ConGenRosslyn basic consular course	Continuous enrollment: 26 days			
Consular orientation program	Continuous enrollment: 7 days			
Consular functional intensive	7	—	—	6 weeks
Immigration law and visa operations	*Correspondence course			
Nationality law and consular procedure	*Correspondence course			
Overseas citizens services	*Correspondence course			
Passport examiners	*Correspondence course			
	*See Airgram A-660 (dated 7/17/84)			
Economic and commercial training				
Advanced economic review seminar	14	—	—	5 weeks
Applied economics for foreign affairs	14	—	—	6 weeks
Contemporary economic and quantitative analysis	14	—	—	5 weeks
Information systems studies program	—	—	2	24 weeks
Orientation to overseas economic function	7	4	—	2 weeks
Foreign Service economic/commercial studies	7	—	—	26 weeks
Executive development				
*Deputy chiefs of mission	20	1	—	2 weeks
Inspectors' management training	—	—	15	5 days
Inspectors' training seminar	—	—	2	2 days
Washington trade craft	7	18	22	2 weeks
*By invitation only				
Political training				
Foreign affairs interdepartmental seminar	—	—	15	2 weeks
*Political analysis and policy	28	—	—	5 weeks
*Political trade craft	7	—	2	3 weeks
*For assigned State Dept. officers only				
Orientation				
Orientation for Foreign Service officers	—	—	22	9 weeks
Orientation for Department officers	—	4	—	2 days
Orientation for Foreign Service personnel	—	4	—	1 week
Department clerical orientation	—	4	15	7 days
Foreign Service secretarial training	—	25	—	6 days
Foreign Service secretarial refresher re-entry	Schedule arranged			Individual
First-time ambassador's secretary's briefing	Schedule arranged			Individual
Communication skills				
Career development seminar (GS-6 and below)	—	—	23	5 days
Management seminar on EEO	17	—	19	1 day ■

"An investment in knowledge pays the best interest."



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Current Publications

State releases new volume on Vietnam (1958–60)

The Department has released "Foreign Relations of the United States, 1958–1960, Volume I, Vietnam." This volume presents the record of the years in which the Viet Cong insurgency against the South Vietnamese government of President Ngo Dinh Diem began to gather strength. Some of Diem's American advisers urged him to concentrate almost exclusively on a military response, while others believed that increased military efficiency would be futile unless Diem took measures to win broader popular support.

To help counter the Vietnamese Communists, the United States augmented its Military Assistance Advisory Group, introduced the first teams of Special Forces advisers, provided additional military hardware, and began preparation of a comprehensive counterinsurgency plan. U.S. attempts to bring Diem to accept comprehensive reforms were more concentrated towards the end of the period, but had little effect. In November 1960, when non-Communist elements, principally in the South Vietnamese armed forces, mounted an unsuccessful coup attempt against Diem, the United States worked for reconciliation between Diem and the dissidents.

The volume presents over 750 pages of previously classified documents on U.S. policy with regard to Vietnam. This authoritative official record is based upon the files of the Department, the White House, other Government agencies and selected interviews with American participants. The volume is the first in the "Foreign Relations" series to be published for the period 1958–1960. This is also the first volume to extend coverage of the official documentary record of U.S. foreign policy to a full 100 years since President Lincoln began the series in 1861.

The volume was prepared in the Office of the Historian, Bureau of Public Affairs. Copies (Department of State Publication No. 9449) (GPO Stock NO. 044–000–02107–2) may be purchased for $18 (domestic postpaid) from the U.S. Government Printing Office, Washington, D.C. 20402. Checks or money orders should be made out to Superintendent of Documents.

The Office of the Historian has prepared a brief summary of the volume. For information, contact John P. Glennon (202) 663-1144 or David W. Mahon (202) 663-1129. □

Public affairs bureau lists offerings

Following is a list of current publications released by the Bureau of Public Affairs, of interest to those who wish to follow certain issues closely, or who write and/or give speeches on foreign policy.

The publications are available in the Department of State library in Washington and in the post libraries overseas. Free, single copies may be obtained from the Public Information Service, Bureau of Public Affairs, Department of State, Washington, D.C. 20520. Telephone: (202) 647-6575-6.

Secretary Shultz

"Moral Principles and Strategic Interests: The Worldwide Movement Toward Democracy," Landon Lecture series, Kansas State University, Manhattan, Kan., April 14 (Current Policy No. 820).

Africa

"Fical year 1987 Assistance Request for Sub-Saharan Africa," Chester A. Crocker, assistant secretary for African affairs, Subcommittee on International Operations, House Foreign Affairs Committee, March 18 (Current Policy No. 814).

"Sub-Saharan Africa and the United States," April 1986 (discussion paper).

East Asia and Pacific affairs

"The United States and East Asia: Meeting the Challenge of Change," Gaston J. Sigur Jr., assistant secretary for East Asian and Pacific affairs, Cincinnati Council on World Affairs, April 18 (Current Policy No. 821).

"U.S. Security Interests in the Philippines," Gaston J. Sigur Jr., assistant secretary for East Asian and Pacific affairs, Subcommittees on Sea Power and Force Projection and on Military Construction, Senate Armed Services Committee, April 10 (Current Policy No. 815).

Europe

"The Commission on Security and Cooperation in Europe Process and East-West Diplomacy," Michael H. Armacost, under secretary for political affairs, Commission on Security and Cooperation in Europe, Washington, March 25 (Current Policy No. 813).

General foreign policy

"Foreign Policy Challenges: A 25-Year Retrospective," Michael H. Armacost, under secretary for political affairs, International Fellows Program, Columbia University, New York (Current Policy No. 824).

Inter-American affairs

"The Alliance for Progress and Today's Development Policy," Elliott Abrams, conference on "The Alliance for Progress 25 Years Later," Center for Advanced Studies of the Americas, Washington, March 13 (Current Policy No. 809).

"Hemispheric Cooperation in the Administration of Justice," April 1986 (Special Report No. 145).

"The Situation in El Salvador," April 1986 (Special Report No. 144).

"Central America's Development," April 1986 (Public Information Series).

International economics

"The Tokyo Economic Summit," Allen Wallis, under secretary for economic affairs, Conference Board, San Francisco, April 10 (Current Policy No. 818).

"The Oil Market and U.S. Energy Security," E. Allan Wendt, deputy assistant secretary for international energy and resources policy, Senate Committee on Energy and Natural Resources, March 25 (Current Policy No. 812).

Miscellaneous

"Environment in the Foreign Policy Agenda," Richard E. Benedick, deputy assistant secretary for environment, health and natural resources, Ecology Law Quarterly symposium on environment and international development, Washington, March 27 (Current Policy No. 816).

"The Great Seal," February 1986 (pamphlet).

Near East and South Asia

"Arms Sales Policies Toward the Middle East," Richard W. Murphy, assistant secretary for Near Eastern and South Asian affairs, Subcommittee on Europe and the Middle East, House Foreign Affairs Committee, April 22 (Current Policy No. 822).

Terrorism

"Counterterrorism Policy," John Whitehead, deputy secretary of state, House Committee on Foreign Affairs, April 22 (Current Policy No. 823).

"International Terrorism," April 1986 (Selected Documents No. 24).

U.S.-Soviet affairs

"Dealing With Gorbachev's Soviet Union," Michael H. Armacost, under secretary for political affairs, Dallas World Affairs Council, Dallas, Tex., April 8 (Current Policy No. 825).

GIST

Association of South East Asian Nations (4/86).
Controlling transfer of strategic technology (4/86).
The European Community (4/86).
European Parliament (4/86).
International commodity agreements (4/86).
International Monetary Fund (4/86).
Organization for Economic Cooperation and Development's arrangement on export credits (4/86).
Third World debt (4/86).
U.S. export controls (4/86).
U.S. export expansion (4/86).
U.S.-Japan trade (4/86).
U.S. prosperity and the developing countries (4/86).
U.S. trade policy (4/86).

Background Notes

Central African Republic (2/86).
Hungary (2/86).
Oman (1/86). ■

Money quiz

Q—What is a U.S. savings bond?

A—A contract showing that money has been loaned to the United States, which promises to repay it, with accrued interest, when the bond is redeemed. Bonds are safe and secure because they are direct obligations of the United States. □

Post of the Month: Banjul

THIS POST, near the westernmost point of the African "bulge," is in the capital of The Gambia, the country that is a narrow strip of land on either side of the Gambia River. U.S. Foreign Service employees there are featured as part of STATE's continuing series.

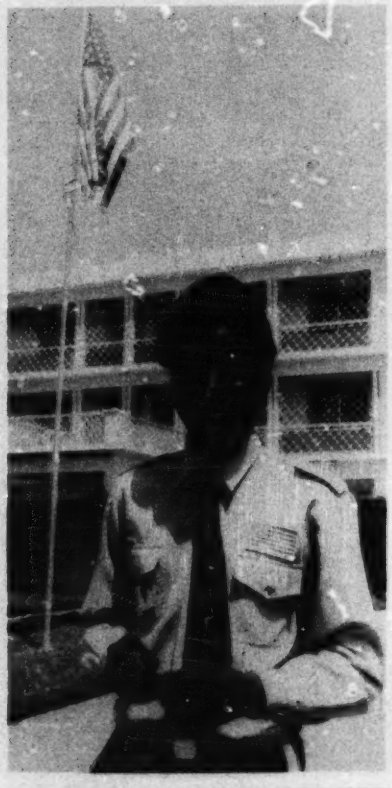
Peace Corps volunteer *Chip Kolb* and Dr. *Glen Fulcher*, chief of an AID-funded project, inspect a granary constructed by Mr. Kolb. Third person is unidentified.

Communications officer *Frank Kunsman*.

Secretary *Jorjoh Janha* and consular officer *Patti Kim-Scott*.

Maintenance crew chief *John Cox*

Commercial assistant *Dodou Jome* and self-help assistant *Sue McGrath*.



Guard *Karafa Kiyabi* in front of the chancery.

Ambassador *Robert T. Hennemeyer.*

The chancery, in the suburb Fajara.

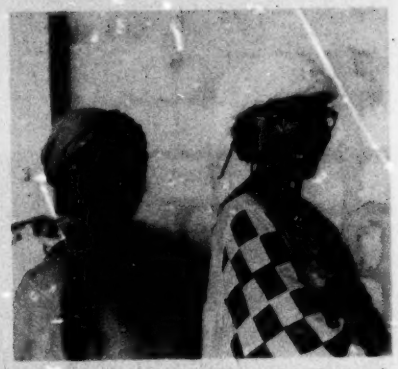
AID project officer *Steve Norton* and his family, on beach in front of the ambassador's residence.

Ambassador *Robert T. Hennemeyer* presents certificate of appreciation to *Cathy Bahl* for her contribution to the Banjul American School.

The Banjul American School.

Consular assistant *Edward Lees* and nurse *Karen Garner*.

Sharron Amis and son *Zachary* at the Abuko Nature Reserve.



USIA assistant *Haddy Sallah* and budget and fiscal assistant *Mbirisah Mannah*.

Technician *Pa Jenge* and personnel assistant *Linda Lorenzo*.

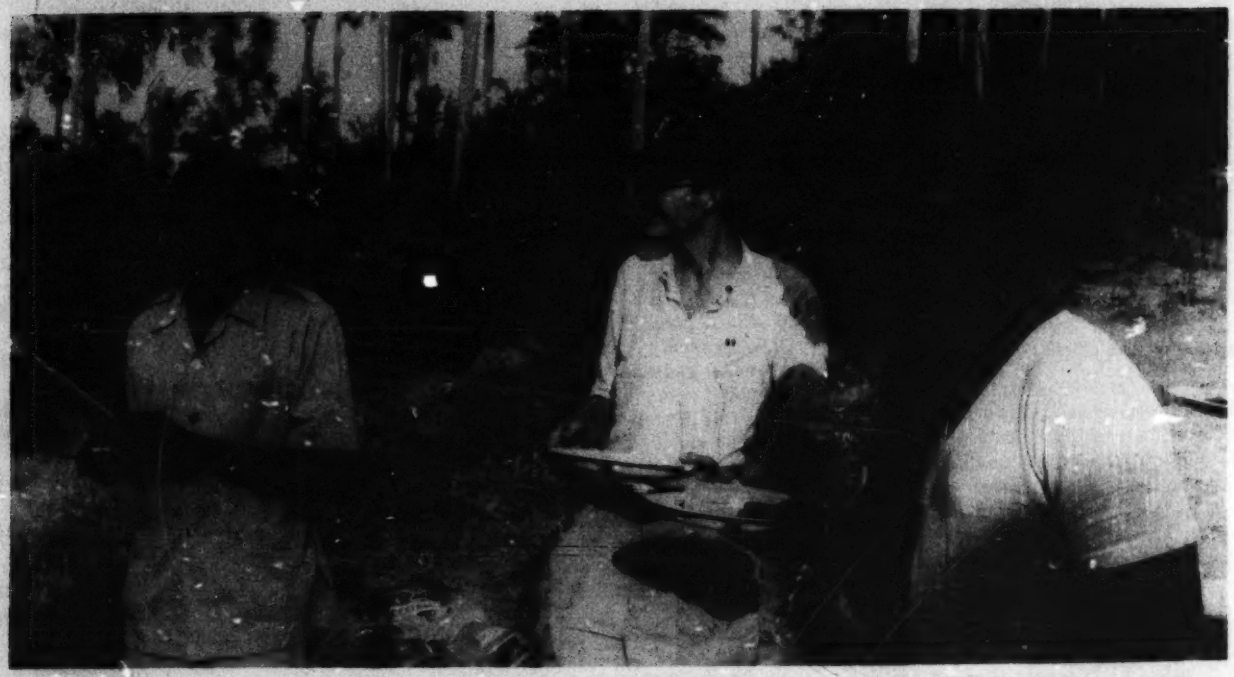
Consular officer *Patti Kim-Scott* with a British Army instructor and Gambian army officers.

Harvey Metz, Department of Agriculture, pitches horseshoes at a beach picnic.

The American community hosts beach picnic for the crew of visiting U.S. Navy ship Joseph Hewes.

Lynne Cox presents a certificate of birth abroad to *Tiana Christine Marenah* and her mother, *Denise Marenah*.

Peace Corps director *Lacey O'Neal* with Gambian and American participants in her aerobics class.



At a beach picnic are residence steward *Demba Bojang*, general services officer *Ken Messner*, a U.S. Navy cook and cook *Allen Manneh*.

Ambassador *Robert T. Hennemeyer* with minister of health *M.C. Jallow* and minister of education *Louise N'Jie*, aboard a U.S. Navy ship.

AID management officer *Sean O'Leary* and general services officer *Ken Messner*.

Public affairs assistant *Joan Hennemeyer* and AID training officer *Binta Sidibe*.

Personnel: Civil Service

Promotions

GG-9

Pereira, Aristide S., Foreign Service Institute

GG-11

Darrer, Doris A., U.S. Mission to the United Nations

GM-15

Seasword, Mary S., Bureau of Intelligence and Research

GS-3

Allison, Marian D. L. G., Passport Services
Belcher, Paula L., Passport Services
Booth, Angela P., Passport Services
Cornio, Jacqueline, Personnel, Pre-Assignment Center
Davis, Larry J., Passport Services
Flournoy, Michelle R., Diplomatic Security
Hinds, Kelli D., Passport Services
Mejia, Georgia A., Passport Services
Milone, Mary L., Diplomatic Security
Quinlan, Lisa Y., Diplomatic Security

GS-4

Archer, Louise V., Passport Services
Cornelious, Kevin B., Passport Services, San Francisco
Davis, Merle L., Passport Services
Henderson, Helen M., Diplomatic Security
Hunter, Lynn L., Personnel, Office of Evaluation
Moore, Angela, Protocol Office
Petty, Earnestine, Passport Services
Robinson, Alisa M., Economic and Business Affairs
Turner, Joyce M., Passport Services

GS-5

Allen, Shirelle Y., Public Affairs, Office of Public Programs
Briscoe, Debbie D., Refugee Programs, Office of the Executive Director
Caron, Carolyn A., Diplomatic Security
Davis, Bonita D., European and Canadian Affairs
Justice, Delores, Office of Overseas Schools
Porter, Mary R., Visa Services
Powers, Joyce A., Office of Fiscal Operations
Quinn, Linda M., Passport Services
Sadlo, Mary F., Office of Supply, Transportation and Procurement
Spence, Joy D., Personnel, Office of Foreign Service Career Development and Assignments
Stevens, Mark A., Overseas Citizens Services
Stokes, Carolyn Y., Passport Services
Tolbert, Butrina B., Passport Services
Weill, Celia, Office of Fiscal Operations

GS-6

Bremmer III, F.W., European and Canadian Affairs
Bridewell, Patricia S., Oceans and International Environmental and Scientific Affairs
Castro, Iris Y., Passport Services
Estacio, Benedicta S., Consumer Affairs Coordinator
Herman, Verdell, Diplomatic Security
Holdforth, James E., Under Secretary for Management, Executive Office
Humphrey, Alfred G., European and Canadian Affairs
Lewis, Willodean, Office of the Comptroller
Love, Carolyn A., Politico-Military Affairs
Poo, Jack T., Consular Affairs, Management
Pritchett, Ramona D., Oceans and International Environmental and Scientific Affairs
Thompson, Benay M., Politico-Military Affairs, Office of the Executive Director
Wallace, Freddie C., Intelligence and Research
Washington, Linda T., Passport Services
White, Mary M., Consular Affairs
Williams, Martha O., Office of Communications
Winchester, Ellen S., Office of Fiscal Operations

GS-7

Adams, Lamay B., Diplomatic Security
Balakit, Florencia D., Office of Supply, Transportation and Procurement
Byrd, Gloria A., Passport Services
Cerone, Elaine M., Personnel, Office of Employee Relations, Retirement Division
Gaston, Sandra Jo, Passport Services
Gill, Ronald E., Passport Services
Hall, Eric S., Bureau of Diplomatic Security
Hannan, Mary C., Information Systems Office, Systems Design and Programming
Jackson, Malinda W., Passport Services
Lindsay, Joylette, Personnel, Office of Employee Relations, Retirement Division
Reid, Rosemary D., Foreign Affairs Information Management Center
Robinson, Rosetta E., Personnel, Office of Employee Relations, Retirement Division
Schaidt, Linda, Passport Services
Sheehan, Christine M., Passport Services
Sherrill, David G., Department Duty Officer, Operations Center
Smith, Joyce L., Personnel, Recruitment Division
Smith, William A., Bureau of Consular Affairs
Speer, David K., Passport Services
Wallick, Ruth M., Passport Services
Wilkinson, David D., Passport Services
Williams, Belinda L., Refugee Programs
Woody, Jennifer M., Office of Management Operations

GS-8

Baker, Katherine L., Office of Assistant Legal Adviser, European and Canadian Affairs
Broe, Patricia A., Economic and Business Affairs, Office of Development Finance
Daniele, Caryn L., Personnel, Office of Foreign Service Career Development and Assignments
Hall, Deborah A., Personnel, Office of Foreign Service Career Development and Assignments
Harper, Airline, Office of Fiscal Operations
Harrell, Barbara D., Office of Fiscal Operations
Lloyd, Donna C., Office of Fiscal Operations
Rudd, Cheryl L., International Communications and Information Policy
Spriggs, Queen Elizabeth, Office of the Assistant Legal Adviser, Economic and Business Affairs

GS-9

Bednar, Georgienne M., Oceans and International Environmental and Scientific Affairs
Bobby, Joanne A., Personnel, Employment Division
Crammer, Lynn E., Information Systems Office
Cronin, Angelia M., Overseas Citizens Services
Denault Jr., Herbert M., Operations Center
Dobbins, Rochelle P., Consular Affairs, Management and Administration
Gower, Linda G., International Narcotics Matters
Hodges Jr., Hayward, Office of Management Operations
Judkins, Christine C., Office of Fiscal Operations
Mandler, Peter C., Passport Agency, San Francisco
Pack, Vickie H., Office of

Communications
Regalo-Warren, Patricia, Foreign Building Office
Schmid, Patricia A., Office of Communications
Shippe, Kathryn M., Office of Management Operations
Ware, Michiko M., Office of Foreign Missions
White, La Verne W., Administration, Allowances Staff

GS-11
Anstead, Philip, Office of the Comptroller
Benson, Margery C., Diplomatic Security
Davis, Janet V., Consular Affairs
Finkelstein, Amy S., Intelligence and Research
Goodale, Lisa J., Administration
Higgins, Debra A., Personnel, Office of Foreign Service National Personnel
Lewis, Edward P., Office of Communications
Lewis, Lawrence B., Office of Fiscal Operations
Proctor, Mary E., Office of Management Operations
Puschel, Karen L., Intelligence and Research

GS-12
Bentel, John A., Secretariat Staff, Information Management Section
Cate, Craig A., Office of Communications
Malcomson, William G., Passport Office
Persons, Michael H., Passport Office
Poulin, Susan S., International Organization Affairs

GS-13
Brutten, Lori B., Office of Management Operations
Gallogly, Stephen J., Economic and Business Affairs
Jennings, Billie J., Office of Communications
Miller, James E., Public Affairs, Office of the Historian
Painter, David S., Public Affairs, Office of the Historian
Reilly, Daniel R., Office of the Program Inspector General

GS-14
Carpenter, Albert W., International Narcotics Matters
Dennison, Carol A., Management Operations
Le, An Thanh, Office of Foreign Buildings
Robertson, Laird M., Office of the Legal Adviser
Shaloff, Stanley, Bureau of Intelligence and Research

GS-15
Polk, Loretta P., Office of the Legal Adviser
Reid, Ann M., Intelligence and Research □

Appointments

Adams, Ronald M., Office of Fiscal Operations
Andre, Richard C., Inter-American Affairs
Bailey, Kathleen C., Bureau of Intelligence and Research
Brunetti, Arthur H., Diplomatic Security
Bush, Antoinette O., Passport

New Rosslyn shuttle bus schedule

The Rosslyn shuttle bus schedule has been modified. The new schedule is indicated below:

Main State	1100 Wilson Blvd.	SA14: 1735 Lynn	SA15: 19th & Kent	SA18: Wilson & Kent	SA3: 1400 Key	SA8: 1400 Wilson	SA6: 1700 Lynn	Main State
7:15	7:23	7:24	7:25	7:26	7:28	7:29	7:30	7:40
7:55	8:03	8:04	8:05	8:06	8:08	8:09	8:10	8:20
8:30	8:38	8:39	8:40	8:41	8:43	8:44	8:45	8:55
8:45	8:53	8:54	8:55	8:56	8:58	9:59	9:00	9:10
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6:00	6:08	6:09	6:10	6:11	6:13	6:14	6:15	—□

Agency

Caldarelli, Mary C., Executive Office

Carmichael, Roland D., Passport Office

Cash, Michael R., Passport Agency, Boston

Chandler, Gregory A., Inter-American Affairs

Crim, Joy, Passport Agency, New York

D'Auria, Vincent P., Personnel, Human Resources Management Division

Damours, Stephen L., Personnel, Office of Performance Evaluation

Davis, Karen E., Inter-American Affairs

Dickson, Robert B., Office of Supply, Transportation and Procurement

Finch, Sheena E., Passport Office

Fioretta, Lawrence R., Refugee Programs, Office of the Executive Director

Green, Gladys A. W., Diplomatic Security

Grover, Charles W., Inter-American Affairs, Office of the Executive Director

Hand, Judith C., Passport Office

Hess, Anne M., International Narcotics Matters

Holmes, Taylor L., Passport Office

James, Debra L., Passport Office

Johnson, Linda C., Passport Office

Jones, Michael, Passport Office

Kingsley, Sunda K., Foreign Service Institute

Kurtz, Allen, U.S. Mission to the United Nations

Lake, Jo Ann K., East Asian and Pacific Affairs

Malcomb, Cathleen, Office of Supply, Transportation and Procurement

Martin, S. Douglas, Classification/ Declassification Center

Mihalovich, Elizabeth, Tel Aviv

Miller, Regina G., Passport Agency, New Orleans

Molineus, Birgit M., Foreign Service Institute

Moreno, Rochelle A., Passport Office

Myint, Kyi Kyi, Foreign Service Institute

Ortiz, Efrain, Consular Affairs

Parker, Pamela M., Passport Office

Peters, Philip, Inter-American Affairs

Quail Jr., Pedro P., Passport Agency, New York

Rafalko, Michael A., Office of Fiscal Operations

Rockwell, Jessamine M., Brussels

Royster Jr., Ronald D., Passport Office

Sherman, Michael M., Refugee Programs, Office of the Executive Director

Smith, Howard F., East Asian and Pacific Affairs

Smith, Sally T., Near Eastern and South Asian Affairs, Office of the Executive Director

Speights, Lanell Y., Passport Office

Tibbs, Shelia M., International Joint Commission

Usenik, Frances A., Classification/ Declassification Center

Wade, Cynthia, Personnel, Recruitment Division

Walsh, Susan M., Office of the Special Adviser to the Secretary for Arms Reduction Negotiations

Watson, Troy, Passport Office

Westley, Valjeanne, Office of Supply, Transportation and Procurement

Wilkey, Peggy J., International Organization Affairs, Office of Technical Specialized Agencies

Williams, Elloise, Passport Agency, New York

Williams, Izella H., African Affairs, Office of the Executive Director

Wood, Darlene A., East Asian and Pacific Affairs, Office of the Executive Director □

BUREAU OF PERSONNEL—At graduation of the functional specialization program, from left, front: *Elizabeth Koniuszkow, Ray Schoenberg, Ellen Flanagan, Marian Dickerson, Diane Maimone, Ivy Duncan.* Second row: *Billy Joe Hill, Pamela Burton, Cheryl Coviello, Lynn Stevens, Cecelia Cooper, Naomi Edwards, Sally Walker.* Back: *Albert Curley, Lynn Stevens.*

Reassignments

Bailly, Jean Ann U., Office of the Assistant Legal Adviser, Politico-Military Affairs, to Office of the Assistant Legal Adviser, Management

Boggs, Gladys D., Oceans and International Environmental and Scientific Affairs to Office of UN Political and Multilateral Affairs

Brown, Anthony, Personnel, Recruitment Division to Personnel, Retirement Division

Cornio, Jacqueline, Personnel, Pre-Assignment Center to Personnel, Examination Division

Crawford, Juliette S., Administration to Diplomatic Security

Dalton, Evelyn J., Administration to Intelligence and Research, Office of the Executive Director

Douglas, Kirk, Information Systems Office to Foreign Affairs Data Processing Center

Ecker, Richard M., Pre-Assignment Center to Office of Fiscal Operations

Higgins, Debra A., Personnel to Administration, Office of Operations

Holmes, Bernice C., Office of Assistant Legal Adviser, Economic and Business Affairs to Office of Assistant Legal Adviser, Educational, Cultural and Public Affairs

Ivie, Ellen C., International Organization Affairs to International Communications and Information Policy

Jenkins, Jodi C., Oceans and International Environmental and Scientific Affairs to Office of Operations

Jeter Jr., R. Lee, Office of Under Secretary for Political Affairs to Information Systems Office, Systems Design and Programming Division

Kennedy, Deborah D., Office of the Legal Adviser to Office of the Assistant Legal Adviser, Oceans, International Environment and Scientific Affairs

Lopes, Patricia M., Intelligence and Research, Office of Deputy Assistant Secretary for Coordination to Intelligence and Research Office of Deputy Assistant Secretary for Interdepartmental Affairs

Lynch, Janet E., Intelligence and Research to Oceans and International Environmental and Scientific Affairs

Miller, Elizabeth M., Office of Under Secretary for Management, Executive Office to Office of the Comptroller, Budget and Planning

Mitchell, Pamela L., Passport Office to Personnel, Office of Management

Mount, Gay W., Personnel, Office of Management to Office of Foreign Buildings

Ozier, Margie L., Personnel, Office of Management to International Organization Affairs

Pollard, Laura, Office of Assistant Legal Adviser, Law Enforcement and Intelligence to Office of Assistant Legal Adviser, Management

Quarles, Kimberly, Personnel, Pre-Assignment Center to Consular Affairs, Management and Administration

Rostow, Charles N., Office of Legal Adviser to Office of Assistant Legal Adviser, Politico-Military Affairs.

Ruiz, Karen S., Human Rights and Humanitarian Affairs to Inter-American Affairs

Sandloop, Jeanine L., Diplomatic Security to Office of Under Secretary for Management

Shields, Kara D., Under Secretary for Management, Executive Office to Financial Operations

Tu, Lawrence P., Office of Assistant Legal Adviser, Economic and Business Affairs to Office of Legal Adviser

Williams, Clifton T., Office of the Comptroller to Office of Fiscal Operations □

Resignations

Acty, Tina, Financial Operations

Baldy, Susan T., Passport Office

Balzano, Joanne L., Economic and Business Affairs

Benjamart, Vanida T., Personnel

Breeden, Tina M., Passport Office

Byrd, Lamettrea, Stuttgart

Cantalupo, Corrina A., Passport Office

Cicio, Kristen K., Politico-Military Affairs

Coates, Leon D., Office of the Comptroller

Currey, Lori A., Passport Office

Dantzler, Jacqueline, Passport Office

Easton, Darrel J., Passport Office

Eells, Elizabeth B., Protocol Office

Ellison, Sheila, Passport Office

Ford, Felicia A., Passport Office

Forde, Ronald T., U.S. Mission to the United Nations

Georges, Maura, Montevideo

Gould, Judith A., Passport Office

Green, Susan V., African Affairs, Office of Executive Director

Hill, Teryl L., Office of the Secretary, Information Management Section

Hinojosa Jr., Adolfo, Passport Office

Jason, Midouine, Passport Office

Matyas, Michele, Passport Office

McCalley, Mary J., London

Moulton, Kim Y., Personnel, Pre-Assignment Center

Ng, Susan P., Passport Agency, San Francisco

O'Bryant, Tonia M., Intelligence and Research, Office of the Geographer

Parker, Suzanne K., Intelligence and Research, Control Division

Phillips, Katrina M., Passport Office

Pratt, Vickie M., Economic and Business Affairs

Reimer Bean, Diane, Passport Office

Rocheford, Mary, Passport Office

Roeder Jr., Larry W., Economic and Business Affairs

Schweitzer, Sylvie M., Foreign Service Institute

Sims III, William J., Office of the Assistant Legal Adviser, Politico-Military Affairs

Sosebee, Carl R., Office of Equal Employment Opportunity and Civil Rights

Spicer, Ross P., Office of Operations

Thomas, Jon R., International Narcotics Matters

Vinal, Kelly A., Karachi

Wachman, Alan M., Refugee Programs, Office of the Executive Director

Wigfall, Gloria A., Inter-American Affairs

Williams, Phyllis M., International Organization Affairs

Winfield, Deirdre, Passport Office

Wofford, Bryan D., Passport Agency, Los Angeles □

Retirements

Brown, Mary P., Office of Communications

Dalton, Martin K., Office of Operations

Debernard, Shirley M., Oceans and International Environmental and Scientific Affairs

Giffler, Lydia K., Intelligence and Research

Kaplan, Edward, Passport Office

McCord, Gwendolyn E., Passport Agency, New York

McGinnis, Vincent F., Passport Office

Sarsfield, Robert B., Information Systems Office

Stewart, Ruth H., Consular Affairs

Trent, James L., Office of the Department Executive Director

Williams, Izell H., African Affairs ■

Personnel: Foreign Service

Appointments

Adair, Nancy A., Kuala Lumpur
Altmannsberger, Storme G., Adana
Archambault, Janet I., Kinshasa
Ausbrooks, Bradley A., Monrovia
Benton, Douglas G., Mogadishu
Berntsen, Sharon L., Dhaka
Bertot, Jemile L., Personnel, Pre-Assignment Foreign Service Specialist Training
Bisson, Ellen K., Jakarta
Bocock, Randall C., Accra
Bradley, Pamela H., Beijing
Brencick, Elizabeth A., Copenhagen
Broksas, Michelle A., Seoul
Brown, Peggy M., Copenhagen
Buchanan, Margaret M., Toronto
Busch, Linda H., Helsinki
Carmack, Maryann S., Lagos
Carter, Mildred A., Manila
Clark, Alan M., Riyadh
Colden Faith, Monrovia
Corbett, Kathy, Bangui
Crehan, Birgit, Johannesburg
Crider, Rita C., Buenos Aires
Dealy, Mary C., Personnel, Pre-Assignment Foreign Service Specialist Training
Dean, Berit, Stockholm
Deroche, Shirley A., Copenhagen
Ditchkus, David W., Nouakchott
Elliott, Jerome L., Manila
Fisher, June J., Brasilia
Gavagan, Gregory V., Personnel, Pre-Assignment Foreign Service Specialist Training
Georgian, Douglas H., Personnel, Pre-Assignment Foreign Service Specialist Training
Gilbert, Cecilia R., Santiago
Hager, Virginia J., Rome
Harding, Paul X., Kabul
Hardy, Suzanne, Mexico
Harger, Raymond H., Personnel, Pre-Assignment Foreign Service Specialist Training
Heintzman, Christopher A., Personnel, Pre-Assignment Foreign Service Specialist Training
Hols, Norma E., Ottawa
Hudkins, Byron, Personnel, Pre-Assignment Foreign Service Specialist Training
Ibarra, Louise A., Brasilia
Ingalls, Christopher M., Personnel, Pre-Assignment Foreign Service Specialist Training
Johnson, Steven D., Dhaka
Juarez, Richard H., Mexico
Kansas, Patricia J., Ankara
Kaplan, Sidney L., Personnel, Pre-Assignment Foreign Service Specialist Training
Kauffman, Edward J., Tunis
Labriola, Michele, Caracas
Lester, Ann R., Copenhagen
Lytton, Michael G., Seoul
Maduro, Robert F., Ottawa
Mark, Barry L., Personnel, Pre-Assignment Foreign Service Specialist Training
McCall, S. Cameron, Stockholm
Miller, David R., Personnel, Pre-Assignment Foreign Service Specialist Training
Miller, Donald, San Salvador
Millonas, Dawn M., Personnel, Pre-Assignment Foreign Service Specialist Training
Minahen, Sharon L., Personnel, Pre-Assignment Foreign Service Specialist Training
Moore, Naida H., Personnel, Pre-Assignment Foreign Service Specialist Training
Munro, Lawrence I., Manama
O'Neill, Josephine G., Addis Ababa
Oly, Leslie D., Personnel, Pre-Assignment Foreign Service Specialist Training

FOREIGN SERVICE INSTITUTE—Graduates of the March secretarial training class, first row (left to right): *Michele Therien* (Pretoria), *Prudie Hudson* (Damascus), *Jennifer F. Cooper* (Washington), *Claire L. Zavrid* (Johannesburg), *Kathleen J. Smith* (Ankara), *Rona Wendeborn* (Caracas). Second row: *B. J. Dyhr* (Paris), *Audrey Herrin* (Abu Dhabi), *Elizabeth Gourlay* (Port-au-Prince), *Mary Ann Lucey* (Lisbon), *Glendena M. Wyant* (Algiers), *Anne A. Folta* (Beijing), *Stella Speris* (Kingston). Third row: *Carolyn Jenkins* (Kuwait), *Mona Sweatt* (Tegucigalpa), *Betty Pappas* (Tokyo), *Alina Gzehoviak* (Moscow), *R. Jean Farris* (Damascus), *Barbara Penick* (Mogadishu), *Sarita Huff* (Sanaa), *Althea Castellana* (Kinshasa), *Deborah Wolfe* (Brasilia). Fourth row: *Jessie Colson* (coordinator), *Barbara Spence* (Abidjan), *Grace Baldonado* (Baghdad), *Irvina Wallace* (Lagos), *Patricia Heller* (Paris), *Julie Stinehart* (Hong Kong), *June Zanders* (Panama), *Bonnie Beaudoin* (Bonn).

Osentoski, Wayne T., Manila
Ourada, Donna L. H., Abidjan
Pavlovski, Chester J., Cairo
Pedrick, Arlin K., European and Canadian Affairs
Pons, Robert W., Personnel, Pre-Assignment Foreign Service Specialist Training
Queen, Manh-Tran, Niamey
Ramee, Barbara E., Moscow
Ratcliff, Susan M., Georgetown
Reed-Rowe, Helen P., Personnel, Pre-Assignment Foreign Service Specialist Training
Richer, Kimberly K., Sanaa
Robinson, Dianne M., Khartoum
Rollins, Kathryn D., Montreal
Rowe, Glenda L., Nairobi
Sage, Steven F., Sofia
Schmid, Patricia A., Personnel, Pre-Assignment Foreign Service Specialist Training
Schwartz, Bernardo, Jakarta
Segars, Elizabeth N., Lagos
Slason, Hilarie G., Brussels
Smith, Marie P., Lagos
Smith, Marjorie M., Rabat
Snow, Thomas L., Personnel, Pre-Assignment Foreign Service Specialist Training
Symington, Susan M., Georgetown
Tilles, Leslie A., Bangui
Tully, Michael S., Personnel, Pre-Assignment Foreign Service Specialist Training
Turner, Ingeborg H., Oslo
Tynes, Elvira N., Hamburg
Verner, Lida M., Moscow
Vesey, Mary K., Colombo
Wardlaw, Eva M., Copenhagen
Washington, Carol L., Lagos
Weston, Todd W., European and Canadian Affairs
Wooderson, Elizabeth A., Brussels □

Transfers

Achilles, Norman L., Commerce Department to Personnel
Adams Jr., Alvin P., African Affairs to Foreign Service Institute
Amyes, Christopher, J., Diplomatic Security, Washington Field Office to Diplomatic Security, Secretary's Detail
Anske, Kay L., Lubumbashi to Manila
Bean, James W., Foreign Service Institute to European and Canadian Affairs, Soviet Union Affairs
Beecham, Susanne E., India to European and Canadian Affairs
Bender, Michael C., Diplomatic Security, Near Eastern and South Asian Affairs to Diplomatic Security, African Affairs
Bodge, David S., Diplomatic Security, Washington Field Office to Bureau of Diplomatic Security, Secretary's Detail
Boles, Charles K., Diplomatic Security, African Affairs to Diplomatic Security Inter-American Affairs
Brod, Vittorio A., Guatemala to Inter-American Affairs
Bucker, Joseph B., Israel to Office of Communications
Carmichael, John P., Philippines to Office of Communications
Carpenter, Jeffery R., Liberia to Port Louis
Chakrawarti, Arjun R., Germany to Singapore
Cook, Ross S., Personnel to Foreign Buildings Office
Covington, Ann, Bucharest to Information Systems Office
Coyle, James J., Germany to European and Canadian Affairs
Crump, Frank B., Foreign Service Institute to Intelligence and Research
Dubrow, Jeannette P., Personnel to Foreign Service Institute
Eddins, Keith A., Secretariat Staff to Office of the Secretary
Elam, Richard W., Visa Services to Kingston
Estok, Steve M., Philippines to Office of Communications
Florence, Richard B., Denmark to Office of Communications
Fouche, Robert M., Personnel to Intelligence and Research
Freeman Jr., Charles W., Thailand to African Affairs
Furgal, Joseph, Bangladesh to Office of Communications
Garrity, Mary K., Kenya to African Affairs
Gilmartin, Sabre, Barbados to Brussels
Gonzalez, Adela, U.S. Mission to the Organization of American States to Inter-American Affairs
Gregg, Jennifer A., European and Canadian Affairs to Valletta
Grivsky, Michael E., Soviet Union to European and Canadian Affairs
Ham, Bradford, Office of Communications to Santiago
Hauptmann, Jerzy J., Barbados to Inter-American Affairs
Heil, June E., Visa Services to Foreign Service Institute, Language Training
Hill, Billy J., Personnel to Pretoria
Horowitz, Herbert E., China to East Asian and Pacific Affairs
Huff, James G., European and Canadian Affairs to Foreign Service Institute, Language Training
Hunter, Donald C., Administration, Office of Operations to Personnel
Jackson, Charlotte M., African Affairs to Nairobi
Jagers Jr., Russell T., Diplomatic Security to Nicosia
Jomeruck, John H., South Africa to Diplomatic Security
Jones, Franklin D., Tanzania to Foreign Service Institute
Jones, Garrett, R., Khartoum to African Affairs
Keenan, Regina A., Sweden to Canberra
Kendall-Johnston William, Kuala Lumpur to Buenos Aires
King, John H., Spain to Politico-Military Affairs
Kolankiewicz, Anthony M., Singapore to East Asian and Pacific Affairs
Kollist, Ingrid M., Germany to Economic and Business Affairs
Krause, Bruce A., Sudan to African Affairs
Kubiske, Lisa J., Mexico to Department Operations Center
Langan, Douglas, Administration, Office of Executive Director to Diplomatic Security
Leedy, Robert G., Egypt to Office of Communications
Long, Bernard R., International Organization Affairs to Office of Supply, Transportation and Procurement
Lourenco Jr., Manuel R., Inter-American Affairs to Office of Communications
Lutkoski, Robert A., Foreign Service Institute to The Hague
Maher, Peter S., Refugee Programs to Intelligence and Research
Manderscheid, Gerald E., Korea to Khartoum
Manzanares, Joseph R., Office of Foreign Buildings to Administration
Marshall, Robert M., Foreign Service Institute to Executive Secretariat, Information Management Section
Mason-Witt, Linda M., Nepal to Brussels

Transfer Tremors ..... *by ebp*

I was transferred to BEIJING; before going, I visited my ranCH IN Arlington and closed it for the duration of the tour.

I was transferred to FRANCE; onLY ONce in a career does such an assignment occur.

I was transferred to the FRENCH CARIBBEAN DEPARTMENT; I think my wife was correct when she said: "MARTIN! QUEstioning that good an assignment would be foolish." □

McCall, Louis A., India to Perth
McHugh, Patrick D., Indonesia to East Asian and Pacific Affairs
Meade, Frazier, Thailand and Burma Affairs to Pacific Islands Affairs
Middleton, Camille, Bulgaria to Jakarta
Morris, Robert O., France to Maseru
Morrow, Thomas F., African Affairs to Antananarivo
Morton, Carole L., Philippines to Quebec
Moskow, Kenneth A., European and Canadian Affairs to Madrid
Murphy, Edward G., European and Canadian Affairs to Combatting Terrorism
Neill II, Wayne E., Tunisia to Budapest
Nolan, Robert B., Office of Under Secretary for Management to Foregin Service Institute, Language Training
Obligacion, Amy J., Austria to Foreign Service Grievance Board
O'Donnell, Rosemary K., Inter-American Affairs to Administration
Ogle, Karen L., Morocco to Beirut
Oliver, Raymond T., Liberia to Office of Communications
Olson, Gordon R., Jordan to Executive Secretariat, Operations Center
Parrish, James R., Office of Communications, Training Division to Office of Communications, Foreign Operations
Pomper, Joseph M., Hong Kong to Tel Aviv
Preslaski, Mary E., Italy to Soviet Union
Pyer, Denise L., Foreign Service Institute, Language Training to Rome
Rapson, Robert G., Korea to Jakarta
Rhian, Barbara F., Italy to European and Canadian Affairs
Rische III, Elwood B., Netherlands to Lima
Roberts, Loretta A., Communications Center Division to Diplomatic Pouch and Courier Division
Roche, Deborah M., Foreign Service Institute, Language Training to Rome
Sanders, Richard A., Diplomatic Security to Paris
Schoenberg, Raymond F., Personnel to Foreign Service Institute, Language Training
Schofield, Glenn J., Diplomatic Security, Washington Field Office to Diplomatic Security, Secretary's Detail
Seis, Patricia C., Dominican Republic to Inter-American Affairs
Simon Jr., Hugh V., Central European Affairs to Bonn
Stanley, Laurance, United Kingdom to Human Rights and Humanitarian Affairs
Stein, Jerry A., African Affairs to Medical Services
Tefft, John R., Soviet Union Affairs to Foreign Service Institute, Language Training
Tice, Donald C., International Communications and Information Policy to Diplomatic Security
Troxel, Alan D., Panama to Intelligence and Research
Tubbs, Paul S., Mexico to Warsaw
Viets, Richard N., Personnel, Board of Examiners to Office of Management Operations
Vogel, Frederick J., Thailand to Politico-Military Affairs
Wisgerhof, Paul R., Peru to Inter-American Affairs
Wong, Mark F., Panama to Intelligence and Research □

Resignations

Basso, Dianne L., Frankfurt
Bies, Gun Marie, Karachi
Blank, Lisa, Tegucigalpa
Bunton, Cynthia R., Office of Under Secretary for Political Affairs
Cecil, Joseph A., Office of Communications
Christy, Hayes F., Office of Communications
Davis, Robin D., Stockholm
Decourcy, Ellen B., Lagos
Ferguson, John E., New Delhi
Grove, Barbara L., Stockholm
Gunter, Bonnie J., Jakarta
Hardesty, Diana G., London
Hardesty, Linda K., Intelligence and Research
Henifin, Jeanne C., Mexico
Johnson, Cassius C., Foreign Service Institute
Kaufman, Loretta A., Caracas
Kelly, Carolyn R., Kuala Lumpur
Kozak, Gertrude T., Brussels
Krause, Eleanor S., Khartoum
Lehn, Alfred M., Personnel
Lipnicky, Punjaporn, Harare
Loken, Kathleen S., Colombo
Maffia, Beatrice D., Warsaw
Merryman, Ilse T., Frankfurt
O'Neill, Josephine G., Addis Ababa
Pendergrass, Dewey R., Foreign Service Institute, Language Training
Sguera, Stephanie M., Colombo
Sheinbaum, Inger F., U.S. Mission to UN Organizations in Geneva
Stephens, Carol W., Abidjan
Varley, Catherine H., Niamey
Von Damm, Helene A., Vienna
Wingate, Effie E., Moscow
Yarbrough, Patricia E., Brussels
Zaleski, Denise M., The Hague □

Retirements

Ashley, Frederick C., Human Rights and Humanitarian Affairs
Etzel, Edward, Medical Services
German, Bruce W., Administration
Gzehoviak, Ronald A., Sanaa
Hughes, Freddie J., Pretoria
Lowrie, Arthur L., Office of Under Secretary for Management
MacDonald Jr., John W., Kinshasa
Markette, Hugh F., Pretoria
Morin, Annabelle C., Khartoum
Morin, Emile F., Khartoum
Rigsby, Gladys O., Sanaa
Roebuck Jr., Wilbert, Rio de Janeiro
Schenk, Mary L., Pakistan
Veliotes, Nicholas A., Cairo □

Specialist tenure

The Specialist Tenuring Board has completed its review of the files of candidates eligible for tenure consideration at its December 1985 session. Recommended for career status:

Balderas, Bobby
Bristol, George F.
Chapman, Suzanne B.
Christenson, Dan B.
DeLong, Victoria J.
Dieffenderfer, Betty J.
Dietrich, Monika I.
Ford, James A.
Hromatka, Joseph J.
Lamb, Lynne D.
Lawson, Catherine M.
Leane, Janet M.
LeMandri, Suzanne
McAnneny, Robert J.
McCormick, John B.
McGifford, Douglas G.
Miller, Gina L.
O'Gorman, Kenneth P.
Ortiz, Alberto
Peterson, Barry R.
Rivera, Doris A.
Scannell, Carol L.
Shatto, Della N.
Shearer, Edward M.
Sligh, John D.
Smallwood, Audrey J.
Taylor, Clifford L.
Temperton, Rae Ann
Thompson, Gail J.
Torres, Hector F.
Turner, Lois E.
Vanderpool, James E.
Wickersham, John N.
Williams, Phyliss D. □

Fairbanks: new job

Former ambassador-at-large Richard M. Fairbanks III has been named special counselor to American Enterprise Institute president William J. Baroody Jr. Mr. Fairbanks will consult with the institute's scholars on international issues and assist in development. ■

Letters to the Editor

—(Continued from Page 1)
tatting or some other *suitable* occupation for a "lady"?

As a woman who has always worked by choice, I would be very unhappy without the challenge, the camaraderie, the sense of accomplishment I find in doing a good job. New officers will bring intelligent spouses into the service. Will we force them to breed, drink, shop, gossip and play aimlessly rather than use their skills and experience to bolster our understaffed embassies? Part-time intermittent, temporary positions are of limited use for those on longer tours, as they must be re-advertised after one year—just when the employee has really learned the job.

Let's consider having several jobs at each post—at a decent grade level—available to spouses with suitable credentials. I mention the grade level because I have seen administrative officers refuse grades higher than an 8 for spouses, regardless of qualifications or experience. Foreign Service secretaries often cannot handle all the work—who fills in while they are away, during gaps before new employees arrive? Consular, economic, personnel and other offices need experienced, stable employees who understand the U.S. operating procedures and hold security clearances. Spouses usually fill these jobs, but it is difficult to meet current regulations and still obtain the best qualified person for the job.

And I still have not mentioned the plight of the male spouse! An increasing number of men are coming in as spouses, and they are very valuable and even less likely to enjoy tea parties! The additional problem here is that men are also less likely to be thrilled at working full time for $16,000 per year, less taxes, when a Foreign Service secretary is earning $24,000 plus housing and benefits. Would $28,000 per year be such an exorbitant salary for a qualified professional—teacher, counselor, economist, journalist, etc.?

With realistic planning, employment of spouses at post can be made a valuable and rewarding part of Foreign Service life. Those "privileged ladies (and gentlemen)" can happily earn every perk to the benefit of the Government. Let's stop thinking about traditional roles and concentrate on getting the embassy weekly cables out before they are two weeks overdue!

Sincerely,
MICAELA W. MORRIS ☐

Foosy on new form

WASHINGTON

DEAR SIR:

Your April issue included an excellent report of the management team's survey of personnel practices at 17 U.S. corporations. The team found, *inter alia*, that the corporations relied primarily on the direct involvement of supervisors, and far less on written evaluations when making decisions about professional development. The report concluded by stating that every organization's personnel system must reflect its unique "culture," a statement that I read as justification for the existing State Department system, including its almost total reliance on written evaluations for promotion.

In this context, I am disturbed that the employee evaluation report (EER) form has been newly revised to reduce the rating space by over a third. Long narratives may not be necessary when other evaluation tools are available, but this is not true for Foreign Service promotion panels. The revision does a disservice to Foreign Service employees and to the Department. It weakens an already fragile personnel system.

Sincerely,
DAVID J. THACHER
Foreign Service officer
National Aeronautics and
Space Administration ☐

Thanks, gang!

ALEXANDRIA, VA.

DEAR SIR:

As many of my friends and colleagues at State are aware, I was recently diagnosed as having cancer. However, there is good news in that it is a curable and treatable cancer, which means I am in the process of getting cured.

The purpose of this letter is to thank all of you for your telephone calls, cards and inquiries about my health. Your support and concern are helping me deal with my illness. As a result my spirits are very high. This thanks truly comes from the bottom of my heart. (Don't be surprised to see me out running the roads real soon!).

Sincerely,
PATRICIA C. BURKE
Executive Office
Bureau of African Affairs ☐

On 'disciplined writing'

VICKSBURG, MISS.

DEAR SIR;

I should like to comment with regard to Mr. Larry Brooks' letter in the April STATE.

"You know who I'm talking about" appears in the third paragraph. I do not know whether Mr. Brooks or the printer made the error, but I assume that, since he is "an ex-English composition teacher," he knows that "whom" is correct in the quoted sentence. If it is his error, he evidently did not practice "rewriting," the third "basic principle" which he explained. He stated that, in this stage of writing, "you can clean up all your bad grammar . . ."

I think that writing should be clear, complete, concise, courteous and *correct* with regard to all of the pertinent principles, including, of course grammar!

I have enjoyed Mortimer Goldstein's articles ("Disciplined Writing and Career Development") I am saving all of them for my reference library. I appreciate your publishing them.

Sincerely,
GRACE CUNARD WILSON ☐

Go, Mort, go!

WASHINGTON

DEAR SIR:

I like Mortimer Goldstein ("Disciplined Writing and Career Development"). I like his style. I like his advice. I like his reply to Larry Brooks (April issue) . . .

Sincerely,
DONALD G. GOULD, USIA ■

Bureau Notes

The Seventh Floor

Secretary's Office

SECRETARY SHULTZ traveled to Manhattan, Kan., April 14, to deliver a "Landon Lecture" (one of a series) at Kansas State University. Accompanying him were PATRICK F. KENNEDY, executive director, Executive Secretariat; GERALD ANDERSON, special assistant to the Secretary; and JACQUELINE MACUK, personal secretary to Mr. Shultz ... From April 25–May 7, the Secretary traveled to Los Angeles, to meet with the editorial board of the Los Angeles Times and to visit and consult with officials at the Rand Corp ... He traveled to Bali, to meet with officials of the Association of Southeast Asian Nations and government officials of Bali ... He accompanied PRESIDENT REAGAN to Honolulu and to Tokyo, to participate in the economic summit ... Advancing the Secretary's trips and accompanying him were M. CHARLES HILL, executive assistant to the Secretary; KENNETH M. QUINN, deputy executive secretary; Mr. Kennedy; special assistants Anderson, CAROL THOMPSON and KAREN GALATZ; LORA SIMKUS and ELIZABETH GASTON, personal assistants to the Secretary; and KATE MILNE, secretary, Office of the Secretary. Also accompanying the Secretary were Secretariat Staff officers GLYN DAVIES, KEITH EDDINS, TIMOTHY COLLINS, EDWARD SMITH, ANGUS SIMMONS and DANNY McIE; and secretarial assistants SAADIA SARKIS, SHARON OHTA, MILDRED ENGRAM, DOROTHY SIMMONS and BONNIE BENDER ... Department officials accompanying the Secretary included the under secretary for economic affairs, W. ALLEN WALLIS; staff members ALAN LARSON, executive assistant, SCOTT BROWN and PATRICIA MOELLER; the ambassador-at-large for counterterrorism ROBERT B. OAKLEY; and RICHARD SOLOMON, director, Policy Planning Staff.

People: A new employee, YOLANDA R. MARTIN, has reported from the Curator's Office ... MOLLY O'NEAL reported for a short-tour assignment ... MARCIA WONG replaced KEITH EDDINS, who departed the Secretariat Staff for his new assignment as special assistant to the Secretary ... DEBBIE GRAZE also departed the Secretariat Staff, and assumed new duties as special assistant to the Secretary ... BONNIE BENDER began a short-tour assignment as a secretarial assistant to the Secretary. □

Office of the Under Secretary for Political Affairs

Under Secretary MICHAEL H. ARMACOST, accompanied by executive assistant CHRISTOPHER ROSS, visited Israel, Pakistan and the Philippines, April 9–18, to confer with host government and U.S. officials ... Special assistant SUSAN JOHNSON joined them in Israel and Pakistan, and special assistant WILLIAM ITOH joined them in the Philippines ... Ms. Johnson continued on to New Delhi, April 16–21, for consultations on the occasion of the non-aligned ministerial meeting, and Mr. Itoh continued on to Seoul, April 18–21, for discussions with embassy and Korean officials ... On April 8, immediately prior to his overseas trip, Mr. Armacost addressed the Dallas World Affairs Council on "Dealing with Gorbachev's Soviet Union." ... On April 23 he discussed the Philippines at an off-the-record seminar on "Democratic Transitions," at the Foreign Service Institute ... Special assistant ANDREW STEINFELD traveled to Vienna and Geneva, in March, to observe meetings of the UN Commission on the Status of Women and the Geneva Consultative Group ... Special assistant WILLIAM BROWNFIELD traveled to Lubbock, Tex., to address a conference and conduct media interviews on U.S. foreign policy in Central America ... STEVEN J. COFFEY and DAVID T. KENNEY have joined the staff as special assistants to Mr. Armacost ... WILLIAM COURTNEY, formerly special assistant to Mr. Armacost, departed for language training and assignment as principal officer in Kiev ... LEE JETER has departed for a new assignment in the Bureau of Administration's Information Systems Office. □

Office of Protocol

Protocol chief SELWA ROOSEVLET accompanied the President to Tokyo for the economic summit. With her was gift officer CHRISTINE HATHAWAY ... JAMES MANNING assisted NANCY REAGAN's White House advance team in Malaysia.

Official working visits were made by the prime minister of Japan and the prime minister of Australia and his wife ... Private visits by the prime ministers of Israel and Grenada; the foreign ministers of Norway, Ecuador, the Netherlands and Germany; and the NATO secretary general and his wife took place in April ... LINDA MYSLIWY, REBECCA BOYD, MARY MASSERINI, SAMUEL CASTLEMAN, PATRICK DALY, CAROL SOMERVILLE, ERIN WALSH, MARYELLEN VANDIVIER, LINDA WHEELER and JAMES PAYNE worked on the visits ... Associate chief RICHARD GOOKIN and JULIE ANDREWS traveled with the U.S. presidential delegation to Swaziland for the coronation of CROWN PRINCE MAKHOSETIVE.

Acting assistant chief PAMELA GARDNER coordinated arrangements for the luncheon hosted by SECRETARY SHULTZ and his wife in honor of the prime minister of Australia and his wife; the Secretary's luncheons for the prime minister of Israel; the secretary general of NATO; the foreign minister of Ecuador; the foreign minister of West Germany; and the farewell luncheon for the dean of the diplomatic corps, Ambassador ANATOLIY DOBRYNIN. Assisting were GEORGIA BOOTH, APRIL GUICE, JAYN MONTIETH and KIMBERLY MIDDLETON.

People: Assistant chief DOUGLAS HARWOOD has been reassigned as deputy chief of the administrative section, Embassy Mexico, via Spanish language training at the Foreign Service Institute ... CHARLES ANGULO has been assigned to replace him ... ELIZABETH EELLS has left the Office of Protocol for private enterprise ... Foreign Service Officer CYNTHIA SMOOT has been detailed to the Diplomatic and Consular Liaison Division. □

Administration

Office of Language Services

CORNELIUS IIDA assisted the President and the Japanese prime minister at Camp David, while ZAKI ASLAN accompanied VICE PRESIDENT BUSH on his tour of the Middle East ... Former Interpreting Division chief DONALD BARNES interpreted for the Dominican Republic portion of a congressional delegation visit to Latin America ... The Secretary's trip to Europe brought three interpreters into action—ELIZA BURNHAM for France, NEIL SEIDENMAN for Italy, and contractor KATHERINE STEWART (resident in Vienna) for Greece.

HARRY OBST interpreted for meetings with both the President and the Secretary during the visit of the West German foreign minister, HANS-DIETRICH GENSCHER ... Spanish interpreter RITA BOREN accompanied special envoy PHIL HABIB on his 12-nation, 12-day Latin American trip, and Chinese interpreter VIVIAN CHANG went back to China, this time with the head of the National Science Foundation ... Two staff interpreters, GALINA TUNIK-ROSNIANSKY and CYRIL MUROMCEW, have worked with the National Gallery of Art in connection with the new exhibit of impressionist paintings loaned by various Soviet museums ... Office director HARRY OBST, with ALEC TOUMAYAN and Mr. Iida and Mr. Seidenman, were on hand at the Tokyo economic summit ... On temporary duty: ELIZA BURNHAM, to the Ivory Coast for a narcotics training school, and LILLIAN NIGAGLIONI, to Puerto Rico for a course offered by the Bureau of Customs. □

African Affairs

Office of the Assistant Secretary: Assistant Secretary CHESTER CROCKER briefed the Republican National Committee's annual "Eagle Meeting" in San Antonio, April 15, on developments in South Africa ... On April 25 he participated in a video interview with the Christian Broadcasting Network in Washington ... In conjunction with the monthly bureau staff meeting on April 30, Mr. Crocker presided over a retirement celebration for ROBERT BRUCE, director, Office of Public Affairs, and presented him the John Jacob Rogers award for professionalism in the Foreign Service; the award was signed by SECRETARY SHULTZ ... On May 2 Mr. Crocker participated in Foreign Service Day ... Deputy assistant secretary WILLIAM ROBERT-

KIGALI, Rwanda—Program assistant *Come Ruzibiza* receives Meritorious Honor Award from Ambassador *John Upton*.

NAIROBI, Kenya—Ambassador *Gerald E. Thomas*, center, presents Superior Honor Awards to *George Dragnich* and *Margaret Sheppard* for their work as embassy coordinators during the UN Women's Conference held here last summer.

SON and representatives from the Departments of Commerce, Agriculture, and State, and from AID, the Export-Import Bank, the Trade and Development Programs and the Overseas Private Investment Corp. participated in a trade and investment conference on Africa, in Miami, April 17. The conference was the sixth in a series of regional conferences in the United States ... Deputy assistant secretary JAMES BISHOP traveled to Boston to participate in meetings at the Fletcher School of Law and Diplomacy, April 9 ... Deputy assistant secretary PRINCETON LYMAN briefed an American University group on the economic situation in Africa, April 24, in the Department ... CHARLES W. FREEMAN JR. has assumed his duties as senior deputy assistant secretary; he formerly served as deputy chief of mission, Bangkok ... Special presidential representative MAUREEN REAGAN traveled to Swaziland, to participate in the coronation celebration of KING MSWATI III, April 24–26. Accompanying her from the bureau were Mr. Freeman and ROBYN HINSON-JONES, Swaziland desk officer.

Office of Public Affairs: ROBERT BRUCE, director, participated in a discussion on South Africa at the College of Charleston, April 17, in Charleston, S.C.

Economic Policy Staff: Deputy director RANDOLPH REED briefed a group of African economists in an "Operation Crossroads" meeting in the State Department that was held last April 22.

Office of Regional Affairs: Political/military officer GREGORY BRADFORD represented the bureau at the annual European security assistance conference in Garmisch, Germany, April 21–25 ... RAYMOND PARDON, labor adviser, participated in a conference at Shippensburg University, on Africa, April 16, in Shippensburg, Pa.

Office of Southern African Affairs: JEFFREY DAVIDOW, director, traveled to New York, March 24, to participate in a Council on Foreign Relations study group on U.S. policy toward South Africa ... He gave a presentation on South Africa at the Naval War College, April 1 ... RAYMOND F. SMITH, deputy director, accompanied Mr. Crocker to Geneva for bilateral discussions with the Soviets on southern Africa, March 6–7 ... F. ALLEN HARRIS, deputy director, spoke at South West Texas University at San Marcos, and the University of Texas at Austin, April 10–11 ... He traveled to New York, April 26, to brief 25 members of the National Conference of Editorial Writers, in preparation for their trip to South Africa ... ASHLEY WILLS, desk officer for South Africa, traveled to South Africa and Zimbabwe on consultations, March 9–29 ... On May 8–9 he participated in a conference hosted by the Association of Political Risk Analysts, in New York... ROBYN HINSON-JONES, desk officer for Zambia, Malawi and Swaziland, accompanied a presidential delegation led by MAUREEN REAGAN to the coronation of KING MSWATI III, April 25–26.

South Africa Working Group: J. DOUGLAS HOLLADAY, director, addressed the National Association of Evangelicals, in the Department, April 23 ... WILLIAM JACOBSEN participated in a conference at Lin-

coln Land Community College, April 15, in Springfield, Ill., on South Africa . . . BRUCE RICKERSON participated in a conference on South Africa at Frostburg State College, April 16, on South Africa . . . He traveled to Bluffton College, May 6, to participate in a conference. □

Consular Affairs

On April 10 Assistant Secretary JOAN M. CLARK traveled to Philadelphia, to attend ceremonies marking the conversion of the Philadelphia Passport Agency into an automated facility which produces machine-readable passports. Present were the deputy assistant secretary for passport services, HARRY L. COBURN; the bureau's public affairs adviser, RUTH VAN HEUVEN; and SUSAN McCANNELL of the bureau's policy coordination staff . . . Miss Clark and CORNELIUS D. SCULLY, director of regulations, legislation and advisory assistance in Visa Services, addressed the American Council on International Personnel, at the Westin Hotel, in Washington, May 5–6.

A consular automation seminar was held at the Foreign Service Institute, April 28–May 2, attended by 15 officers from overseas posts and three officers from the bureau. The purpose was to discuss automation—past, present and future . . . On May 1 VERNON D. PENNER JR., deputy assistant secretary for visa services, spoke to participants attending a Foreign Service Institute ambassadorial seminar on consular affairs . . . From April 14–18 GUYLE CAVIN, consular officer in the Fraud and Documentation Division, traveled to Haiti, for joint antifraud training with the Immigration and Naturalization Service, and to Miami, for consultations with that agency . . . The Visa Office welcomed ROBERT SEIBOLD to the Fraud and Documentation Division and DONNA MOSS to the Immigrant Visa Control and Reporting Division . . . MARY PORTER has departed the Visa Office for the Bureau of Refugee Affairs.

On April 29 JOHN H. ADAMS, director, Citizens Emergency Center, accompanied the senior deputy assistant secretary for consular affairs, MICHAEL H. NEWLIN, to the funeral of American hostage PETER KILBURN, executed in Lebanon on April 17 . . . On May 2 ELIZABETH SOYSTER, Near East/Asia Division of Citizens Consular Services, spoke to a conference on missing and exploited children, at the University of Louisville, on the assistance provided by State to parents following international kidnappings . . . ROBERT HIGGINS has left Citizens Consular Services for the Department of Justice . . . During April the staff of Overseas Citizens Services was given training on the use of a new computerized case-tracking system, called "Oscar."

CYNTHIA GETHERS, regional director, San Francisco Passport Agency; MARIA MIDDLETON, regional director, Philadelphia Passport Agency; WILLIAM CAMP, Passport's associate director for operations; VIVIAN FERRIN, Passport's associate director for management; MARLENE SCHWARTZ, director of Passport's Field Coordination Staff; and COLUMBUS GEER, regional director, Washington Passport Agency, met in Washington, April 21–22, with contractors, to participate in a workshop on methods to enhance the automated passport system . . . MARLENE SCHWARTZ; EDWARD HART, regional director, Seattle Passport Agency; and STEWART BIBBS, Washington Passport Agency, were members of the passport management team which negotiated the renewal of the union contract with Passport union members JOYCE LESTER (president), FRANCIS HEADLEY, CAROLYN SCOTT and GILBERT LEWIS.

The following examiners from the Seattle Passport Agency have completed the Foreign Service Institute's correspondence course for

BILBAO, Spain—At ceremony inaugurating new consulate office space, from left: *Jesus Izquierdo, Ana Leon, Juan Maria Vallejo, Maria Carmen Juarrero,* vice consul *Eric Running, Juan Olartecoechea,* principal officer *Gary Usrey, Consuelo Arostegui.*

DUBAI, United Arab Emirates—Vice consul *Michael J. Verga,* left, looks on as consul *David C. Litt* presents certificate of merit to senior consular specialist *Musa Mahgoub Ahmed,* center.

passport examiners on citizenship and nationality: VICKI M. BULIAN, JOHN G. CORNABY, SANDRA J. GASTON, JOAN E. McGEACHY, ROSEMARY MELENDY, MICHAEL J. SEPAL, CHARLES S. SMITH and IRENE P. WISDOM . . . On April 15 SUSAN I. SHORT, Seattle's acceptance agents coordinator, and DONNA MICHAELS, adjudication supervisor, traveled to Ft. Lewis, Wash., to conduct a training session for military passport acceptance agents from the Ft. Lewis and McChord Air Force facilities . . . On April 25–26 MARGARET DOYLE, DAMON MIURA, ANITA WILLIAMS and WILLIAM DANIELS of the Los Angeles Passport Agency were selected to serve as part of the support staff for SECRETARY SHULTZ's visit to Los Angeles, en route to the Far East for the Tokyo economic summit . . . MICHAEL PERSONS, fraud coordinator at the Philadelphia agency, arrived in Washington, April 14, to assume duties as a member of Passport's field coordination staff.

From February 23–28 SYLVIA BAZALA, management analyst in the executive director's office, visited Mexico City, as a member of the Foreign Building Office's project team to develop a coordinated approach to installations planned for the embassy, including improvements in consular section space allocation and layout. . . She visited the consulate general in Monterrey, Mexico, April 20–21, as a member of the public access control team, to design and assist with security improvements for the consular section . . . EILEEN A. MALLOY, management analyst, attended the automated information systems management course for intermediate executives sponsored by the Department of Defense Computer Institute, March 3–14 . . . She assisted in designing public access control systems for the consular sections in Beijing, Shenyang, Guangzhou and Shanghai, in early April . . . From March 8–25 DONALD E. WELLS, management analyst in the executive director's office, traveled to New Delhi, Bombay and London, to review the use of the electronic cash register at all posts.

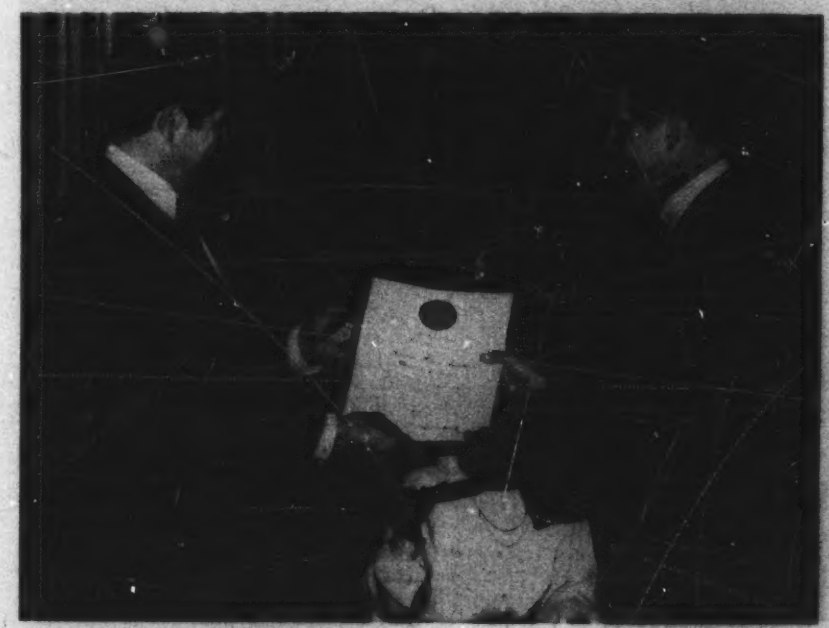
RONALD HARMS, Systems Applications Staff, conducted both nonimmigrant visa computer-assisted processing system and citizen services system computer program training in Bogota and Santo Domingo . . . WILLIAM MULLER traveled to Buenos Aires, March 30, to install the immigrant visa applicant control system and the nonimmigrant visa computer-assisted processing system . . . From April 14–May 2, JOSEPH NOWELL visited Seoul, Manila and Bangkok, to train consular staffs in the use of the citizen services system. □

East Asian and Pacific Affairs

Assistant Secretary GASTON SIGUR accompanied PRESIDENT REAGAN to Indonesia, for meetings with PRESIDENT SOEHARTO and Asian foreign ministers, and to Japan, for the Tokyo economic summit, April 26–May 7 . . . He continued to Korea and the Philippines, May 8–11, on SECRETARY SHULTZ's official working visit . . . He was accompanied during these travels by principal deputy assistant secretary JOHN C. MONJO, deputy assistant secretary WILLIAM PIEZ, special assistant DEAN WELTY, staff assistant LARRY DINGER and secretaries MARY ANN COTE and MARCELLA HEMBRY. Mr. Monjo accompanied Secretary of Defense CASPAR WEINBERGER, April 6–13, on the portion of his trip to Asia which covered the Philippines, Thailand and Australia . . . Mr. Monjo participated in a panel discussion on the Philippines at the National War College, April 21 . . . On April 22 he spoke at the School of Advanced International Studies at Johns Hopkins University . . . Deputy assistant secretary WILLIAM C. SHERMAN traveled to Seattle, to greet South Korean President CHUN DOO HWAN, who stopped there, April 18–20, on his way home from state visits to various countries in Europe . . . Deputy assistant secretary JAMES R. LILLEY participated in Foreign Service Day, May 2, conducting a seminar on East Asian and Pacific affairs . . . He accompanied Secretary of the Treasury JAMES BAKER to Beijing, May 5–10, for the Joint Economic Commission annual talks with China . . . WILLIAM PIEZ traveled to Tokyo, April 14–18, with DICK MASSEY, to discuss market access problems . . . Mr. Piez accompanied Under Secretary ALLEN WALLIS to Singapore, May 7–10 . . . On May 13 he addressed the Pacific Basin Economic Council, in Seoul.

ROBERT B. DUNCAN, director, Office of Economic Policy traveled to Manila, April 26–May 3, to attend the annual meeting of the Asian Development Bank . . . Deputy director GEORGE A. GOWEN visited Singapore, May 6–10, to participate in the seventh economic dialogue between the United States and the Association of Southeast Asian Nations . . . WILLIAM A. TAGLIANI was in Bangkok, April 21–May 2, as a member of the U.S. delegation to the annual meeting of the UN Economic and Social Committee for Asia and the Pacific . . . Malaysia/Brunei country officer GENE CHRISTY participated in an Asia Society corporate briefing, "Malaysia 1986: At the Crossroads," in New York, May 20 . . . HAROLD MEINHEIT and MARY HAYS, going to Kuala Lumpur as political officers, had separate pre-departure consultations . . . THOMAS SNEAD, preparing for duties as administrative/consular officer in Brunei, used the week of April 28–May 2 for consultations, and to follow up on several issues, including the status of the first-ever Brunei post report.

M. LYALL BRECKON, director, Office for Vietnam, Laos and Cambodia, participated as a panel member at the 32d annual conference of the Cincinnati Council on World Affairs, in Cincinnati, April 17–18. The topic this year was "The United States in the Pacific—Policy Challenges in a Vast Region of Change and Growth."



EAST ASIAN AND PACIFIC AFFAIRS—Assistant Secretary *Paul Wolfowitz*, left, presents Superior Honor Award to principal deputy assistant secretary *John Monjo*.

A group of leading authorities from a number of countries and 1,400 regional leaders from business, education, community organizations and the media attended ... Vietnam country officer STEPHEN JOHNSON addressed a campus audience at the University of Northern Iowa, Cedar Falls, Io., about the situation in Southeast Asia concerning prisoners of war and those missing in action. During his visit he met with media representatives from Cedar Falls and Waterloo on the issue ... THOMAS C. HUBBARD, director, Office for Japanese Affairs, traveled to Japan, April 30–May 6, to participate in the President's and the Secretary's bilateral meetings with Japanese leaders at the Tokyo summit ... Mr. Hubbard participated with Ambassador MICHAEL J. MANSFIELD in the President's and Secretary's meetings during the Japanese prime minister's visit to Washington, April 12–14 ... Economic officer ROBERT REIS participated in U.S.-Japan aviation talks, the week of April 7–11 ... Economic officer BRIAN MOHLER took part in U.S.–Japanese agricultural negotiations, in Washington, April 10.

MEG DOSCHER, secretary, retired from Government service on May 2 and moved to Olympia, Wash ... BOB BENZINGER, Fiji desk officer and South Pacific Commission specialist, left in mid-May to attend a meeting in Noumea, New Caledonia. He planned stops in Fiji and Honolulu for consultations, en route home from Noumea. □

Economic and Business Affairs

The deputy assistant secretary for transportation affairs, JEFFREY N. SHANE, held informal civil aviation negotiations in Washington with counterparts from Switzerland, April 14, and the United Kingdom, April 22 ... Mr. Shane met in Paris, April 25–26, with French aviation authorities, then traveled to Copenhagen to co-chair maritime consultations, April 28–30, with the Consultative Shipping Group, which is made up of 12 western European maritime nations, plus Japan ... RICHARD SCISSORS, director, Office of Maritime and Land Transport Affairs, participated in the shipping meeting ... On May 2 Mr. Shane met in Brussels with transport officials of the European Community, following which he flew to London for informal aviation talks with British authorities ... CHARLES ANGEVINE, special negotiator for transportation affairs, chaired civil aviation negotiations with Saudi Arabia, May 1–2, in Washington ... STEVE PRUETT, Office of Aviation Negotiations, provided staff support for the negotiation ... On May 8–9 Mr. Angevine traveled to Brasilia and Rio de Janeiro, to conduct civil aviation negotiations with Brazil, May 8–9 ... WILLIAM DAMERON, deputy director, Office of Maritime and Land Transport Affairs, represented the United States at a working group meeting of the Organization for Economic Cooperation and Development's Maritime Transport Committee, in Paris, April 23–24.

E. ALLAN WENDT, deputy assistant secretary for international energy and resources policy, traveled to Bonn, West Germany, January 13, to attend a meeting of the Group of 8, to discuss seabed-mining issues ... He went on to Dhahran, Riyadh, Jeddah, Abu Dhabi, Muscat and Kuwait, to discuss international energy issues ... In February he traveled to Paris, to attend the International Energy Agency's governing board meeting and to chair the agency's Standing Group on Long-Term Cooperation.

The director of the Planning and Economic Analysis Staff, MARSHALL CASSE, served as an adviser to the U.S. delegation to the March 24–25 meeting of the Economic Policy Committee, at Organization for Economic Cooperation and Development headquarters in Paris ... MICHAEL ULAN, Planning and Economic Analysis Staff, was invited to participate in the annual "Economics Day" at the University of Pennsylvania, April 4. The discussion focused on equality of economic opportunity, poverty, welfare and income distribution ... JACK SHEERIN of the staff departed for Bangkok, April 17, to serve for three months as a consultant on economic modeling, at the UN Economic and Social Commission for Asia and the Pacific ... On May 1 WILLIAM DEWALD of the staff attended the Robert Weintraub Lecture delivered by HERB STEIN, former chairman of the Council of Economic Advisers, at Baruch College, City University of New York, and consulted with members of the New York financial community, May 2, regarding U.S. monetary policy isues.

THOMAS J. O'DONNELL, director, Office of International Commodities, was a delegate to the renegotiation conference for the international rubber agreement, in Geneva, May 5–23 ... JACK ST. JOHN, director, Office of Business and Export Affairs, and OLAF "BO" OTTO participated in a one-week seminar on congressional relations, on Capitol Hill, April 7–11 ... ROGER FREEMAN, Marine and Polar Minerals Division, was in Hobart, Australia, April 14–25, to participate in negotiations of a minerals regime for Antarctica by the Antarctic treaty consultative parties ... ELIZABETH BOLLMANN, Developing Countries and Trade Organizations Division, was State's representative at the sessions of the working party on accession for Mexico to the General Agreement on Tariffs and Trade, in Geneva, April 29–30 ... SHAUN DONNELLY, director, Office of Development Finance, and MARC WALL, same office, represented the Department on the U.S. delegation to the International Bank for Reconstruction and Development/International Monetary Fund Development Committee meeting, April 10–11, in Washington ... DAVID REHFUSS, deputy director of the office, was a member of the U.S. delegation to the Asian Development Bank annual meetings, April 30–May 2, in Manila. He also participated in negotiations on replenishment of the Asian Development Fund, in Manila, April 28–29 ... JIM HEG of the office was a member of the U.S. delegation to the annual meeting of the African Development Bank, in Harare, Zimbabwe, May 5–7 ... PATRICIA BROE has entered on duty in the Office of Development Finance. □

European and Canadian Affairs

Office of the Assistant Secretary: Assistant Secretary ROZANNE L. RIDGWAY traveled to Prague, Bonn and Paris, April 14–18. In Prague she was present at the signing of the exchanges agreement between the United States and

VIENNA, Austria—At opening of Financial Management Center, from left: ***Harold E. Vickers, Dietmar Blasl, Sara E. Shonk, Felix S. Bloch, Gregory E. Genco, Gabrielle Dujmovits, Manfred Hausleitner, Kathleen Leatherwood, Felix Lapinski, Michael Schweiger.***

Czechoslovakia. She was accompanied by the eastern European and Yugoslav affairs director, ROLAND KUCHEL. In Bonn and Paris she conducted consultations with European allies. She was accompanied by the European security and political affairs director, MICHAEL KLOSSON ... Ms. Ridgway traveled to Tokyo, April 30–May 8, to participate in the Tokyo summit of the seven industrial democracies. She was accompanied by her special assistant, NADIA TONGOUR, and Mr. KLOSSON ... Principal deputy assistant secretary WILLIAM M. WOESSNER has been awarded the Knight Commander's Cross with Star of the Order of Merit, by West Germany. The presentation of the award was made by Ambassador GUNTHER VAN WELL in the presence of Under Secretary MICHAEL ARMACOST and two former ambassadors to West Germany, KENNETH RUSH and WALTER STOESSEL ... Deputy assistant secretary M. JAMES WILKINSON addressed the American European Community Association, in New York, April 21, on the U.S. policy and interests in the Economic Community ... On April 8 deputy assistant secretary MARK PALMER addressed the Executives' Club of Chicago, on U.S.-Soviet relations ... Mr. Palmer accompanied SECRETARY SHULTZ to Swedish Prime Minister OLAF PALME's funeral, April 11 ... On an April 23–27 trip to Budapest and Munich, Mr. Palmer appeared on Hungarian television and attended a board meeting of Radio Liberty and Radio Free Europe ... Deputy assistant secretary CHARLES H. THOMAS chaired the U.S.-Spanish bilateral meetings on security issues, at the Department, April 22 ... That evening, he departed for Europe with PAUL H. NITZE, for consultations with U.S. allies in London, Bonn, Paris, Rome, Brussels and The Hague.

Office of the Executive Director: Deputy executive director CLARKE RODGERS accompanied JOSEPH H. LINNEMAN, director, Office of Financial Systems, on visits to Embassies Bonn and London, May 10–18, to evaluate Foreign Service national budget positions, to meet financial management systems concepts ... Post management chief BERNIE WOERZ visited U.S. embassies in Paris, Brussels, Copenhagen and Bern and the U.S. mission in Geneva, April 27–May 10, to assess firsthand the management concerns of posts stemming from Gramm-Rudman-Hollings ... Post management officer SHARON LUDAN traveled to Hamilton, March 24–31, to provide administrative support and assistance in preparing for Bermuda's upcoming inspection.

Office of Eastern and Yugoslav Affairs: ROLAND KUCHEL, director, traveled with Ms. Ridgway to Czechoslovakia, for consultations with that government, April 14–18 ... Ambassador WILLIAM LUERS, Prague, visited the Department, April 28, prior to his retirement from the Foreign Service on May 2 ... During May, four ambassadors from eastern European countries were in the Department for consultations: ROGER KIRK from Romania, MELVIN LEVITSKY from Bulgaria, NICOLAS SALGO from Hungary and JOHN SCANLAN from Yugoslavia. The charge d' affaires from Poland, JOHN DAVIS, was also here ... LINDA K. O'BRIEN, secretary to the senior deputy director, left the office, May 2, for French language training, prior to her transfer to Dakar, Senegal ... Deputy director HERBERT MALIN discussed U.S. policy towards eastern Europe, as the featured speaker at the annual meeting of the Slavic and East European Friends of Southern Illinois University, Edwardsville, Ill., April 26. In the region around the university there is a heavy concentration of Americans from eastern European countries.

Office of European Security and Political Affairs: GALE A. MATTOX, strategic section, spoke, April 30, at the Foreign Service Institute, on "Political parties in the Federal Republic of Germany and the 1987 Federal Elections." ... Gale Mattox also accompanied a Council on Foreign Relations group to the U.S. NATO mission in Brussels, and to Bonn, Berlin and Ramstein Air Base, in Germany, April 13–20, for briefings ... MICHAEL NOVAK led the U.S. delegation to the Bern human contacts experts meeting, of the Conference on Security and Cooperation in Europe, which met April 15–May 26, in Bern, Switzerland. Other members of the delegation were SOL POLANSKY, deputy chief of the delegation; JULIEN LEBOURGEOIS, Office of European Security and Political Affairs; JOHN SCHMIDT, Office of Soviet Union Affairs; THOMAS COUNTRYMAN, Office of Eastern European and Yugoslav Affairs; JOHN SPIEGEL, the Visa Office; and MICHAEL HATHAWAY, SAMUEL WISE, OREST DEYCHAK and JOHN FINERTY of the U.S. Commission on Security and Cooperation in Europe.

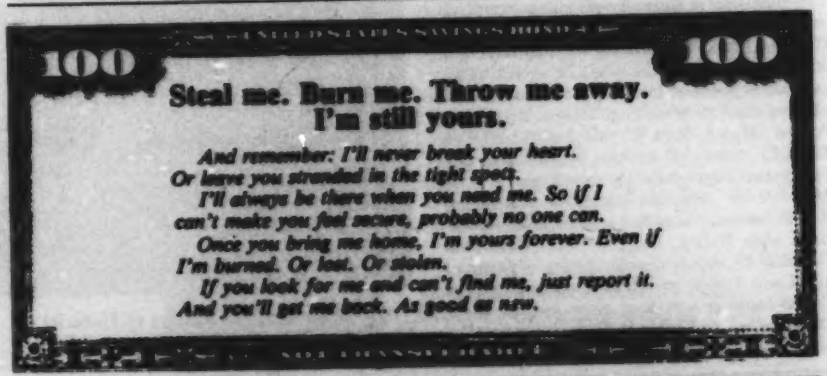
Office of Northern European Affairs: ROSS RODGERS, country officer for Denmark, traveled to northern Greenland and Ellesmere Island, in the Canadian Arctic, April 24–29, in connection with issues relating to U.S. military bases in Greenland ... Ambassador CHARLES H. PRICE II (London) returned to the Department for consultations in mid-April.

Office of Canadian Affairs: CARROLL BROWN, director, and WILSON RILEY, environmental affairs officer, met with Canadian federal and provincial officials, March 26, in Ottawa, to consider steps that might be taken by both countries to deal with high-water levels on the Great Lakes ... Deputy director SAM FROMOWITZ participated in a discussion on U.S.-Canada relations, at the fifth annual Canada-U.S. press panel at the Center for Inter-American Affairs, in New York, April 9 ... Mr. Riley addressed students and faculty of Salisbury State College, Salisbury, Md., on the international relations aspects of the acid rain dispute with Canada, March 10. □

Human Rights and Humanitarian Affairs

Assistant Secretary RICHARD SCHIFTER briefed members and staff of the congressional human rights caucus, on the UN Human Rights Commission ... He briefed top denominational leaders and key executives of the National Association of Evangelicals, on Central America and international human rights, focusing on religious intolerance ... He participated in the conference on Soviet Jewry sponsored by Baltimore Hebrew College ... Mr. Schifter participated in a discussion of religious intolerance with the board of directors of the Wilson Center and with members of Congress ... He was interviewed by R. KAPLAN on Ethiopian resettlement, and by the Washington correspondent for El Akhbar, HADIA EL-SHERBINI, on U.S. human rights policy in the Middle East.

Deputy assistant secretary LAURA DIETRICH addressed students and faculty at the University of Virginia School of Law colloquium on international law ... She was interviewed in Washington by ABC's MICHAEL LERNER, regarding El Salvador, refugees and the sanctuary movement ... She then traveled to Michigan, where she spoke to the University of Michigan Law School and members of the American Immigration Lawyers Association ... While in Michigan, she granted radio interviews and an editorial backgrounder at the Detroit Free Press ... She visited Cabrini College and Villanova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100
Steal me. Burn me. Throw me away.
I'm still yours.
And remember: I'll never break your heart.
Or leave you stranded in the tight spot.
I'll always be there when you need me. So if I
can't make you feel secure, probably no one can.
Once you bring me home, I'm yours forever. Even if
I'm burned. Or lost. Or stolen.
If you look for me and can't find me, just report it.
And you'll get me back. As good as new.

University, to discuss Central America/sanctuary movement ... She traveled to San Salvador to study the survey of deported Salvadorans, conducted by the Intergovernmental Committee for Migration, and met with church and government officials.

Mr. Schifter addressed the Commission on Legislation and Civic Action of Agudath Israel of California, in Los Angeles, and briefed a group from the American Jewish Congress, in the Department. The assistant secretary conducted a background session for the editorial board of the Los Angeles Times, and he granted interviews to Reuters News Service, the Los Angeles Times, the Los Angeles Daily Journal and the Wall Street Journal ... Senior deputy assistant secretary JAMES MONTGOMERY gave a series of lectures at the University of Oklahoma, in Norman ... While there, he granted radio and TV interviews and another to the Norman Transcript ... He met with students of a human rights and foreign policy course, from Princeton University, in the Department.

Ms. Dietrich, traveled to Costa Rica, to participate in a refugee workshop sponsored by the Department's Bureau for Refugee Programs ... She later participated in the ninth National Legal Conference on Immigration and Refugee Policy, in Washington ... She addressed a committee of the American Jewish Congress, a seminar at the University of Virginia Law School at Charlottesville, and a seminar sponsored by the Hispanic Law Students Association of the University of Michigan, in Ann Arbor ... In Michigan, she granted several interviews and conducted an earlier briefing with the editorial board of the Detroit Free Press ... She granted an interview to KGO–TV, an ABC affiliate in San Francisco.

ROGER PILON, policy and programs officer, addressed the Hungarian Federation in a Department briefing ... JAMES THYDEN addressed a group from the Marine Corps Command and Staff College who were in the Department for briefings ... BRUCE CONNUCK, former regional officer for European affairs, was a member of the U.S. delegation to the human contacts experts meeting of the Conference on Security and Cooperation in Europe, in Bern ... ED MICHAL and LAURENCE STANLEY have joined the bureau's Office of Multilateral Affairs and Human Rights Programs ... JOANN MONROE has joined the bureau as secretary to Ms. Dietrich.

People: DOUG WAKE transferred from the U.S. mission to the United Nations, and will serve as the new officer for European affairs ... New arrivals in the Asylum Office include DEBRA HASKINS, JOHN MULLIN, BARBARA POLLARD, JAMARI SALLEH and JACKSON SMITH. □

INTELLIGENCE AND RESEARCH—Soviet analyst *Karen Puschel*, Hope College '81, shows intern *Chris Larrabee*, Hope College '87, the ropes.

Intelligence and Research

Office of the Geographer: GEORGE J. DEMKO, director, presented a paper at the annual meetings of the Association of American Geographers, in Minneapolis, on "The Impact of Socialist Ideology on Urbanization," May 5 ... He was elected president of the Association of American Geographers ... He presented two lectures at Appalachian State University, Boone, N.C., on "Geographic Research on the USSR and Eastern Europe" and "Geographic Problems and Issues in Foreign Policy Research," April 10 and 11 ... ROBERT W. SMITH, special assistant for ocean affairs and policy planning, twice lectured on navigation and overflight rights—at Cannon Air Force Base, April 11, and at Bucknell University, April 21 ... He was also a member of the U.S. delegation for the May 5–10 round of South Pacific tuna negotiations, in Honolulu. □

Inter-American Affairs

Office of Regional Political Programs: On April 9–10, WANDA L. NESBITT attended the Caribbean security review symposium in Key West, Fla... JAKE M. DYELS JR., labor adviser, visited Uruguay, the Dominican Republic and Haiti, in March, to discuss U.S. labor assistance in those countries ... P. PETER SARROS and MARY ANN SINGLAUB attended the nar-

INTELLIGENCE AND RESEARCH—*Lydia Giffler*, population analyst, accepts retirement plaque from *Ralph E. Lindstrom*. She had 30 years of Government service.

BOGOTA, Colombia—Ambassador *Charles A. Gillespie Jr.*, left, presents retirement plaque to consular officer *Jack F. Gillespie*, who had 40 years of Government service.

LA PAZ, Bolivia—Ambassador *Edward M. Rowell* is welcomed by peasant leaders as "padrino" of the Alasitas Fair, an annual event in the Bolivian capital.

cotics conference in Panama City, April 7–9.

Office of Central American and Panamanian Affairs: Deputy director RONALD D. GODARD traveled to Tufts University, in late April, to address the Fletcher School of Law and Diplomacy on U.S. policy toward Central America . . . Regional political affairs officer JOHN R. HAMILTON accompanied U.S. special envoy PHILIP C. HABIB on a visit to 12 Latin American nations, April 8–18 . . . Panama desk officer SHERMAN N. HINSON departed, May 5, for German language training and onward assignment to Berne, Switzerland.

Office of Andean Affairs: PAUL WISGERHOF has become deputy director . . . Colombia country officer LEE PETERS traveled to Houston, May 1– 2, to address the Colombian petroleum seminar, sponsored jointly be the U.S. Department of Commerce and the firm of Kaplan, Russin & Vecchi. □

U.S. Mission to the Organization of American States

RICHARD T. McCORMACK, U.S. permanent representative to the organization, was vice chairman of the U.S. delegation to the Inter-American specialized conference on traffic in narcotic drugs, sponsored by the Organization of American States and hosted in Rio de Janeiro by the government of Brazil, April 21–26 . . . Based on his performance as coordinator of substantive issues with other delegations at the conference, LOWELL R. FLEISCHER, senior political adviser, was nominated by Mr. McCormack for a Superior Honor Award . . . On May 7 Mr. McCormack gave an address on problems of attracting investment to Latin America, at the executive committee seminar of the Consejo Inter-Americano de Comercio y Produccion, in Washington . . . On May 8 Mr. McCormack traveled to San Jose, Costa Rica, as part of the U.S. delegation (headed by VICE PRESIDENT BUSH), to the Costa Rican presidential inauguration . . . On May 2 MICHAEL STRACHAN, the U.S. mission's deputy political adviser, left for language training, in preparation for his new assignment in Haiti. □

International Communications and Information Policy

The bureau held a telecommunications seminar for officers responsible for telecommunications policy issues at 14 key posts, April 6–10. The conference was at Airlie House, Warrenton, Va., and was coordinated by the director of external relations, ALLEN OVERMYER. In attendance were all bureau officers, representatives of other agencies and representatives of the private telecommunications-related sector. In addition to introducing the bureau's issues, the meetings offered the post officers in-depth briefings from other agencies, the congressional perspective and a variety of views from the telecommu-

nications industry. The seminar was seen as an important initiative in enabling embassies to become better equipped to promote U.S. interests in the "increasingly complex and vital area of telecommunications policy," the bureau said.

DIANA LADY DOUGAN, the U.S. coordinator and director, gave the keynote address, "The Critical Combination: Women, Leadership and High Technology," at "Leadership '86," a conference sponsored by the National Alliance of Women in Communications Industries. The seminar was in Washington, April 2–3 ... EARL S. BARBELY, director, Office of Technical Standards and Development, chaired a joint meeting of the U.S. Federal Advisory Committee's study group for policy and the preparation committee for the World Administrative Telegraph and Telephone Conference. The meeting was in Washington, April 3.

DOMENICK IACOVO, deputy director, Office of Technical Standards and Development, traveled to Montevideo, Uruguay, as the head of the U.S. delegation participating in meetings of the Inter-American Telecommunications Conference's public telecommunications services committee, April 7–11 ... He acted in the same capacity at meetings of the service definition study group of the Consultative Committee for International Telegraph and Telephone, International Telecommunications Union, April 11–18 ... In Washington, April 21–22, TIMOTHY C. FINTON, Office of Planning and Analysis, and Mr. Iacovo took part in the market-access factfinding discussions with Italy. The discussions are part of a series of U.S. government meetings with European countries which have major telecommunications markets. The bureau's participation in these talks focused on the questions of the offering of new telecommunications services and the openness of the standards-setting process in Italy ... D. CLARK NORTON, Office of External Relations, participated as the adviser to the U.S. representative at the meeting of the advisory board of the Center for Telecommunications Development, in Geneva, April 22–24. □

International Narcotics Matters

Acting assistant secretary ANN WROBLESKI was a member of the U.S. delegation to the spring session of the Economic and Social Council, on May 6 ... The fourth law enforcement summit conference took place in Cancun, Mexico, hosted by the Mexican attorney general, SERGIO GARCIA RAMIREZ, April 14–15. Deputy assistant secretary MARK DION and program director CAESAR BERNAL represented the bureau and joined their State colleagues and representatives from 11 Government agencies, under the direction of Attorney General EDWIN MESSE III, for the sessions with their Mexican counterparts. The working groups were divided into three main components, to resolve issues and propose recommendations for adoption of follow-up actions ... Mr. Dion, with deputy program director W. KENNETH THOMPSON, program officer MARY JEANNE MARTZ and demand reduction specialist MANUEL GALLARDO, attended the Organization of American States narcotics conference in Rio de Janeiro, the week of April 21 ... Mr. Dion and Mr. Thompson proceeded to La Paz, where they were joined by the bureau program analyst for Bolivia, MARY JEANNE MARTZ, for meetings with embassy and Bolivian officials about narcotics control strategy ... Other stops on the three-week itinerary included consultations and meetings in Lima, Peru; Quito, Ecuador; and Bogota, Colombia.

Bureau budget and fiscal officer SCOTT D. McADOO and contract specialist ROBERT B. GIFFORD traveled, April 19–May 4, to participate in international narcotics control field assistance visits to narcotics assistance units in La Paz and Lima ... Mexico City narcotics assistance unit chief RICHARD CHIDESTER accompanied a delegation of Mexican officials to Forth Worth, Tex., in late April, to hold discussions with Bell Helicopter Textron representatives regarding aircraft purchase and maintenance support issues ... Bureau program officer ROGER MEECE traveled from Washington to participate in the discussions.

Visitors to the bureau included six members of the Pakistani Northwest Frontier Province Provincial Assembly; the Nigerian minister of information, Lt. Col. ANTHONY VKPO; A. H. G. MOHUDDIN, director of the Economic Affairs Department, General Secretariat of the Organization of the Islamic Conference; U MIN GAUNG, Burmese minister for home and religious affairs; and TOAHA QURESHI, Pakistan Narcotics Control Board. □

International Organization Affairs

ALEX LIEBOWITZ, officer-in-charge of European, arms control, outer space and ocean affairs, traveled to Geneva, April 23–May 5, to attend a preparatory committee meeting of the biological weapons convention review conference ... Mr. Liebowitz and ROBERT LUACES, political officer, were to participate for two weeks as part of the U.S. delegation to the annual meeting of the Disarmament Commission in New York, from May 2–30 ... STEVEN CANDY, international relations officer, was to participate as a member of the U.S. delegation to the UN Trusteeship Council regular session, in New York, May 21–23 ... NEIL A. BOYER, deputy director for health and transportation programs, attended the 39th World Health Assembly, in Geneva, Switzerland, May 5–16, as a member of the U.S. delegation ... ROBIN COOKE, secretary for health and transportation programs, provided support to the U.S. delegation to the assembly, in Geneva ... Mr. Boyer also attended the executive board meeting of the World Health Organization, May 19–21, and the governing council meeting of the International Agency for

INTERNATIONAL NARCOTICS MATTERS—*Jon R. Thomas*, left, assistant secretary, presents *James H. Benson* the Meritorious Honor Award. Mr. Benson is Embassy Panama's narcotics coordinator. *(Photo by Doris I. Alston)*

GENEVA, Switzerland—*George Kratlis*, right a Foreign Service national security investigator, receives an award from U.S. Secret Service director *John R. Simpson*. Ambassador *Gerald P. Carmen* is at left.

Research on Cancer, April 29–30 ... HILARY CUNNINGHAM, Office of Technical and Specialized Agencies, attended the April 23–May 8 meeting, in Geneva, of the executive council of the Universal Postal Union ... GRAY HANDLEY, Office for Health and Transportation Programs, served as temporary adviser to the U.S. delegation to the Economic and Social Council, May 5–7, in New York ... WILLIAM G. HARLEY, communications consultant to the Office of Social and Refugee Affairs, was honored, May 7, at the annual awards luncheon of the George Foster Peabody National Advisory Board. Mr. Harley was "recognized with appreciation for distinguished service" as a member of the board, 1976–1985. The Peabody awards are administered by the University of Georgia School of Journalism and Mass Communications.

People: MARGIE OZIER transferred from the Bureau of Personnel to the Office of Administrative Services ... WILLIAM KOHLENBUSH transferred from Lusaka to the Office of Administrative Services ... JOANNE THOMPSON transferred from Tijuana to the Office of International Conference Programs. □

Legal Adviser's Office

The legal adviser, ABRAHAM D. SOFAER, with TED BOREK, assistant legal adviser for UN affairs, and attorneys JOY YANAGIDA and NICHOLAS ROSTOW, attended a conference in Colorado Springs, Colo., on Air Force space law ... The Advisory Committee on Private International Law met on April 25. In attendance were PETER PFUND and GEORGE TAFT, Office of Private International Law, and committee members JOSEPH SWEENEY, ARTHUR VONMEHREN, DONALD TRAUTMAN, JOHN SPANOGLE and CHARLES MOONEY ... Attorneys LORETTA POLK and MICHAEL ROBOIN, Office of International Claims and Investment Disputes, traveled to The Hague, Netherlands, to attend hearings before the U.S./Iran Claims Tribunal ... ALAN JAMES, Board of Appellate Review, attended an annual conference of the American Immigration Lawyers Association, in San Francisco ... Mr. Sofaer traveled to Frankfurt and Luxembourg, on extradition treaty negotiations, and to meetings in London. Accompanying him were MARY MOCHARY, deputy legal adviser, and PAT SCHAUBEL, staff assistant ... Attorney-adviser GEORGE TAFT, Office of Private International Law, traveled to New York to attend the International Council for Commercial Arbitration ... DAVID STEWART, Office of International Claims and Investment Disputes, traveled to New York, to attend the International Council for Commercial Arbitration.

People: The office said good-bye to DENNIS HERRERA, Board of Appellate Review, and JAN DENNY, who accepted a position as secretary to the assistant secretary for politico-military affairs ... The Office of the Assistant Legal Adviser for European and Pacific Affairs welcomed CONNIE LAWSON, who came from the Bureau of African Affairs ... EVA TYLER was selected as a paralegal specialist for the Office of International Claims and Investment Disputes ... MARY SILVA, Bureau of European Affairs, joined the legal adviser's front office staff ... KATHERINE BAKER was selected for the secretarial position in the Office of the Assistant Legal Adviser for European Affairs. □

Management

Office of Foreign Missions

RON MLOTEK, chief counsel, was the featured speaker at the April 16 dinner of the New York City Counsular Law Society, which is composed of attorneys and members of the foreign diplomatic and consular corps. He spoke on "Recent Developments in U.S. Diplomatic Relations Practice." □

Oceans and International Environmental and Scientific Affairs

Assistant Secretary JOHN D. NEGROPONTE participated in the World Resources Institute board meeting, March 24 ... On April 2–4 he traveled to Moscow for talks with the Soviet Union regarding maritime boundary issues ... He continued on to Tokyo for the Japan Atomic Industrial Forum annual meeting, April 6–10, then to Beijing, April 10–13, to meet with Chinese officials on science and environmental issues ... Mr. Negroponte participated in the Nuclear Energy Agency steering committee meeting, in Paris, April 22–24 ... On May 1 he testified before the Subcommittee on Foreign Operations, Senate Appropriations Committee, on the environmental policies of the multilateral development banks ... Principal deputy assistant secretary RICHARD J. SMITH traveled to Ottawa, April 21–22, to consult with Canadian officials on environmental and oceans issues.

On April 30 NANCY OSTRANDER, coordinator of population affairs, chaired an interagency colloquium, on recent demographic developments in China, sponsored by the Bureau of Intelligence and Research. The main speakers were RONALD FREEDMAN, University of Michigan, and WILLIAM LAVELY, University of Washington ... On March 6–8 deputy assistant secretary EDWARD WOLFE led a U.S. delegation to Tokyo for the eighth round of talks on Japanese high-seas interceptions of U.S.-origin salmon. An agreement was reached which will restrict Japan's salmon fisheries from those areas of the high seas with the greatest concentration of U.S.-origin salmon. This agreement was formally adopted by the United States, Japan and Canada at the International North Pacific Fisheries Commission meeting in Vancouver, April 8–9 ... RICHARD ELLIOT BENEDICK, deputy assistant secretary for environment, health and natural resources, headed the U.S. delegation to the 42d session of the environment committee of the Organization for Economic Cooperation and Development, in Paris, April 28–30 ... WILLIAM LANDFAIR, Office of Environment and Health, was a member of the delegation.

ROBERT MORRIS, deputy assistant secretary for science and technology affairs, led the U.S. delegation to the U.S.-European Space Station Cooperation meeting in Paris, April 15–16 ... OTHO ESKIN and RALPH BRAIBANTI, Office of Advanced Technology, participated in these talks ... Mr. Eskin consulted on space sta-

PERSONNEL—Director general *George Vest*, left, presents Superior Honor Award to *Gay W. Mount*, senior program analyst in the Human Resources Division.

tion issues in Tokyo, April 11, and chaired a session at the Eurospace conference on the space station, in Venice, April 22. He also met with French and British officials in Paris and London for exchanges on space issues ... Mr. Eskin testified before the Senate Appropriations Committee on the U.S. space program, March 26 ... WILLIAM LOWELL, same office, was alternate U.S. representative to the meeting of the legal subcommittee at the UN Committee on Peaceful Uses of Outer Space, in Geneva, March 18–April 4 ... LISLE ROSE represented the Department at meetings in Paris, April 28–30, of the U.S., USSR, French and Canadian experts group to develop long-term intergovernmental arrangements for a joint space satellite-based global search and rescue system ... Colonel VERNON MALAHY attended the Air Force space law conference, April 28–May 2, in Colorado Springs, Colo ... EDMUND SUTOW joined the staff as of March 27.

REX NAZARE ALVES, president of the Brazilian Nuclear Energy Commission, visited the United States, April 7–11. In addition to discussions in Washington, he and his delegation visited the Argonne, Brookhaven and Los Alamos National Laboratories ... CARLTON E. THORNE, director, Office of Nuclear Export Control, participated in the Washington discussions and accompanied the Brazilian delegation on its visits to the laboratories ... WILFRED F. DECLERCQ, deputy director, Office of Nuclear Technology and Safeguards, was a member of the U.S. delegation to a meeting of the intersessional intergovernmental working group for the UN Conference on Peaceful Uses of Nuclear Energy, in Vienna, April 21–25 ... J. CHRISTIAN KESSLER, same office, served as head of the U.S. delegation to the International Atomic Energy Agency's safeguards support program coordinators meeting, in Vienna, April 21–25 ... ALLEN L. SESSOMS, director, Office of Nuclear Technology and Safeguards, led the U.S. delegation to the International Atomic Energy Agency's committee on assurances of supply which held its 19th session in Vienna, April 28–30. □

Personnel

Office of Management: Departures include those of LAMANTHIA BARFIELD, to the Director General's Office; MARGIE OZIER, to the Bureau of International Organization Affairs as a personnel officer; GAY MOUNT and JULIA ALBRECHT, to the Bureau of Administration; and J. R. MASON, to the Foreign Service Institute for language training. Arrivals: FRANCES JOHNSON and VICENT D'AURIA, in the Office of Management and its Human Resources Division, respectively.

GREG ELLIS, Security Enhancement Division, traveled to Athens and Cairo, in late February, to discuss the Foreign Service national personnel/pay system. □

Politico-Military Affairs

Director H. ALLEN HOLMES, appointed an assistant secretary of state, was confirmed by the Senate on April 11; he is the first assistant secretary for politico-military affairs ... Mr. Holmes traveled to the headquarters of the U.S. Central Command in Florida for briefings, on April 2 ... Deputy assistant secretary THOMAS McNAMARA traveled to Buenos Aires, April 8–12, for consultations at the U.S. embassy and for talks with the Argentine government ... W. SCOTT BUTCHER, deputy director, Office of International Security Policy, traveled to Norfolk, Va., April 24–25, where he gave an address at the Armed Forces Staff College, on U.S. security interests in the East Asia-Pacific region ... He met with graduate students in national security policy, at Langley Air Force Base, and had an editorial background interview with the Virginian Pilot-Ledger Star ... Mr. HOLMES and the bureau hosted bilateral discussions with Great Britain, April 21–22, on a range of topics including arms control and regional issues. The talks continued twice-yearly discussions that have been underway for more than 10 years.

Lt. Col. JOHN W. VAN DE KAMP, Office of International Security Policy, accompanied the assistant secretary of state for inter-American affairs, ELLIOTT ABRAMS, and Brig. Gen. FRED GORDEN, Department of Defense, on an official visit to the government of Haiti ... Col. Van De Kamp represented Politico-Military Affairs in meetings with Haitian government and military officials, to assess Haitian requirements for U.S. security assistance ... BENJAMIN TUA, Office of Theater Military Policy, went to Geneva, April 14–May 3 ... Commander STAN WEEKS, Office of Theater Military Policy, attended the first annual maritime strategy applications seminar, at the Naval War College, Newport, R.I., April 14–15, and was senior adviser at the Naval Academy foreign affairs conference, in Annapolis, April 15–18 ... BRUCE PICKERING, Office of Theater Military Policy, attended the meeting of NATO armaments directors at the U.S. mission to NATO headquarters, in Brussels, April 15–16 ... ALOYSIUS O'NEILL, Office of Strategic Technology Affairs, participated in the March 17–20 meeting on export controls in Paris ... JOSEPH HILTS, Executive Office, attended a lock training course, April 28.

People: JOHN KING has arrived as the new deputy director in the Office of Theater Military Policy ... FREDERICK VOGEL has entered on duty as an exchange officer at the Pentagon ... E. JANICE DENNING has joined the staff of the assistant secretary, as Mr. Holmes, secretary ... BENAY THOMPSON has joined the staff of the Executive Office. □

Public Affairs

Office of the Secretary: From April 25–May 6, the assistant secretary for public affairs and Department spokesman, BERNARD KALB, accompanied the Secretary on the President's trip to Tokyo for the annual economic summit. En route, they stopped in Honolulu and Bali, Indonesia ... On May 7 the Secretary's party continued on to Seoul and Manila, for meetings with government officials, before returning to Washington on May 12 ... GEORGE B. HIGH, deputy assistant secretary for public affairs, traveled to Madison, Wisc., April 26, where he delivered a speech on Central America to the Rotary annual meeting ... On May 1–2 he visited Minneapolis-St. Paul, for another Central American speech to the Rotary. While in the area, he participated in radio and press interviews and met with university and church officials.

Office of Public Communications: HAROLD HEILSNIS, chief of correspondence management, completed a two-week course on computers in the foreign affairs environment ... Senior writer/editor GREG DAVIS accepted a management analyst position on the Directives Staff of the Office of Foreign Affairs Information Management ... Clerk-typists BENAY THOMPSON and MIRINDA LANE left the office for new challenges in the Bureau of Politico-Military Affairs and the Office of the Program Inspector General.

Office of Public Programs: Regional program officer MICHAEL GUIGNARD began a three-week detail to the Office of the Historian, April 24 ... Regional programs officer FRANK FINVER accompanied EDWARD MARKS and L. BRUCE LAINGEN to Indiana University, for an April 7 symposium on international terrorism, before 1,200 students ... Secretary's coordinator JANICE SETTLE, assisted by regional programs officer NANCY STONE, advanced SECRETARY SHULTZ's April 14 address at the Landon lecture series sponsored by Kansas State University, Manhattan, Kan ... She advanced the Secretary's April 22 appearance at Johns Hopkins University's School of Advanced International Studies, where he delivered remarks at the dedication of the Paul and Phyllis Nitze building ... SHIRELLE ALLEN joined the Office of Public Programs as a secretary in the Washington Programs Division. She transferred from the Bureau of Oceans and International Environmental and Scientific Affairs. □

Refugee Programs

PRESIDENT REAGAN conferred on JAMES N. PURCELL JR., bureau director, on April 21, the rank of meritorious executive in the Senior Executive Service. He received the award at a Government-wide ceremony in the Dean Acheson Auditorium ... Mr. Purcell and ROBERT L. FUNSETH, senior deputy assistant secretary, met with the new UN Relief and Works Agency commissioner general, GIORGIO GIACOMELLI, to discuss the agency's financial situation and Mr. Giacomelli's efforts to broaden the base of financial support, including a meeting of major donors in Vienna in late May ... Mr. Purcell testified before the Foreign Operations Subcommittee of the House Appropriations Committee, and before the corresponding subcommittee of the Senate Appropriations Committee, in support of the $347.5 million fiscal year 1987 budget for the refuge program. He was assisted by Mr. Funseth and ROZANNE D. OLIVER, director, Office of Program Budget. Major issues raised included the projected U.S. refugee admissions budgeted for in that year; U.S. refugee assistance; the report of an Indochinese refugee panel; U.S. asylum and refugee policy in Central America; the emigration policies of Poland; the status of antipiracy efforts in the Gulf of Thailand; and U.S. Government levels of funding for the Intergovernmental Committee on Migration and International Committee of the Red Cross ... On April 29 Mr. Purcell, Mr. Funseth and RICHARD D. ENGLISH, deputy assistant secretary for refugee admissions, and CAROL P. HECKLINGER, director, Office of Refugee Admissions and Processing, met with WILLIAM McKINNON, secretary, Australian Department of Immigration and Ethnic Affairs, in Canberra, to discuss Australian and U.S. refugee programs. Mr. McKinnon was accompanied by QUANG LUU, assistant secretary, coordination and international branch, and RODNEY INDER, refugee counselor, Australian embassy, Washington ... Mr. Purcell, Mr. Funseth, Mr. English and JOHN A. BUCHE, acting deputy assistant secretary for international refugee assistance, met with BRUCE CHAPMAN, U.S. permanent representative to the international organizations in Vienna, to discuss funding problems confronting the UN Relief Works Agency ... Mr. Purcell, Mr. Funseth and Mr. Buche met with JERUT BALLARD, executive director, World Relief, to discuss that organization's program on behalf of the Miskito Indian refugees who have fled from Nicaragua to Honduras ... Bureau consultant ROBERT GERSONY presented the findings of his recent mission to Honduras ... During the past month, Mr. Funseth also met with the former AID mission director in Sudan, ROBERT BROWN; the present refugee coordinator in Sudan, FRANK MOSS; the new joint voluntary agency representative in Malaysia, FRANK MINNICK; the deputy director, Orderly Departure Program, in Bangkok, RICHARD DUNBAR; and EDWARD GREGORY and JOHN MILES.

REFUGEE PROGRAMS—*Arthur E. Dewey*, right, deputy assistant secretary for international refugee assistance, 1981–86, is honored at a farewell reception as bureau director *James N. Purcell, Jr.* presents him a Superior Honor Award. Mr. Dewey has left to become the deputy UN high commissioner for refugees.

TOM LAMB, chief of operations, and GARY MICALAK, chief of the budget office of the Intergovernmental Committee for Migration, in Geneva, were in the bureau for two days of consultations, to discuss the 1986 and 1987 programs and the bureau's 1986 and FY 1987 budgets ... The former deputy assistant secretary for international refugee assistance, ARTHUR E. DEWEY, left the bureau, April 12, to assume new duties as deputy UN high commissioner for refugees ... JOHN A. BUCHE, formerly director, Office of European and Latin American Refugee Assistance, is acting deputy assistant secretary for international refugee assistance ... JOHN R. RATIGAN, director, Office of Asian Refugee Assistance, met with the health and nutrition officer of the Office of the UN High Commissioner for Refugees to discuss the newly-established senior health officer position in Islamabad, Pakistan ... MICHAEL D. METELITS completed a three-week visit to southeast Asia to examine the U.S.-sponsored antipiracy program in southern Thailand.

JERRY L. WEAVER, program officer, Office of African Refugee Assistance, represented the bureau on the Center for Immigration Policy and Refugee Assistance review panel ... He also consulted in London ... During a trip to Africa, MARGARET J. McKELVEY, program officer, Office of African Refugee Assistance, focused on South African and Mozambican refugee flows, as well as on ongoing UN assistance programs in southern Africa, the refugee scholarship program, development-oriented refugee projects being funded by the bureau, and admissions issues ... SHASHI THAROOR, a UN staff member in Geneva, visited the bureau while in the United States on a USIA International Visitor Program grant ... MICHAEL G. ANDERSON, program officer, Office of Refugee Policy and Program Coordination, represented the bureau at the University of Denver, College of Law, conference on refugees ... ROGER P. WINTER, U.S. Committee on Refugees, has returned from Uganda and has met with emergency operations and African refugee assistance officers, to describe conditions in Uganda under the new leadership and discuss the refugee situation in that country ... JOHN CLAY visited the bureau and gave a briefing on his trip to northwest Somalia, where he did extensive interviews with refugees in the Tug Wajale camp. ■

Obituaries

Lucile Atcherson Curtis in 1978.

An exhibit in the Department in 1978 honored Ms. Curtis as the first woman Foreign Service officer.

Lucile Atcherson Curtis, 91, who was the first woman to be appointed a Foreign Service officer—she drew assignments in Washington and as third secretary of legation in Switzerland and Panama in the mid–20s'—died at her home in Columbus, O., on May 8.

Born there on October 10, 1894, Ms. Curtis was graduated from Smith College. She later did graduate work at Ohio State, the University of Chicago and George Washington University. She became executive secretary with the Franklin County (O.) Equal Suffrage Association, worked with the National Suffrage Association, and later became executive secretary to the president of Ohio State. During World War I she helped to create the Society for Devastated France, in Paris. She did relief work in France and was decorated by the French government.

Ms. Curtis took the Diplomatic Service examination in 1922, ranking third highest. She reported for duty in December of that year, and was assigned to the Department. She served in Bern, 1925–27, and Panama, 1927. She resigned from the Service in 1927 to marry Dr. George M. Curtis, a professor of surgery at the University of Chicago.

In a statement on her death, director general George S. Vest said: "The Foreign Service honors the memory of Ms. Curtis for her pioneering efforts." He recalled that in 1978 she was presented the Department's Equal Employment Opportunity Award for "breaking the barriers of equality among the sexes in the Foreign Service." He added: "The Department extends its condolences to all members of her family."

Ms. Curtis was active in civic affairs, including the Columbus Council on World Affairs, the Columbus Symphony Orchestra and the Visiting Nurse Service. She was on the boards of several health and cultural organizations in central Ohio. In 1976 she was honored as Franklin County's "Treasure," in recognition of her civic work.

Ms. Curtis leaves two daughters, Charlotte Curtis Hunt of New York, who writes for the New York Times under the name of Charlotte Curtis, and Mary Curtis Davey of Los Altos, Calif.; three grandchildren; three stepgrandchildren; and three great-grandchildren. □

James David Marill, 25, general services officer in N'Djamena since 1985, died in a car accident while traveling on official business from Cameroon to N'Djamena on April 26. The driver of the vehicle, Foreign Service national employee Jonas Ndjekounda, was also killed in the crash and another passenger was injured.

Mr. Marill

Mr. Marill was born in Boston. A graduate of Brandeis University, he earned a master's at William Paterson College. He worked as a writer before joining the Foreign Service in 1985.

Survivors include his parents and a brother. □

Edward T. Simms, 63, who served as an administrative officer in the Office of Recruitment, Examination and Employment before retiring in January, died after a long illness at George Washington University Hospital on April 13.

Joining State as a clerk in 1950,

Mr. Simms was a placement assistant in the Employment Division, 1955–62. From 1963–74, he was assigned to the Office of Medical Services as an administrative officer. During 1974 he was detailed to the American Revolution Bicentennial Commission. He worked in the Recruitment, Examination and Employment Division as a personnel officer and as a personnel staffing specialist before his assignment as an administrative officer in 1984.

A native of Washington, Mr. Simms attended Georgetown and George Washington Universities. He served in the Army, 1943–46. Survivors include a daughter. □

Wendell A. Matthews, 35, second secretrary and administrative officer in Bangui since March, died there in a swimming accident on May 8.

Mr. Matthews

Joining the Foreign Service in 1980, Mr. Matthews served in Athens as third secretary and vice consul, 1980–83, and in Amman as budget and fiscal officer, 1983–86.

A native of Annapolis, Md., Mr. Matthews was graduated from Morgan State University and earned a master's at Northwestern. He worked as a personnel assistant for Prince George's County, Md., 1973–76, and for the Montgomery County, Md., public schools, 1976–80.

Survivors include his parents, a sister and a nephew. □

Paul C. Daniels, 82, a career minister who was ambassador to Honduras in 1947, died on April 6.

Joining the Foreign Service in 1927, Mr. Daniels served in Valparaiso, Cali and Buenaventura as vice consul, and in La Paz and Managua as third secretary. He was assistant chief of the Division of American Republics in 1940, and chairman of the Inter-American Coffee Board, 1941–43.

Subsequent assignments were to Bogota and Rio de Janeiro as counselor. Before retiring in 1953, he served as director of the Office of American Republic Affairs, and a U.S. representative on the Council of the Organization of American States.

Mr. Daniels was born in Buffalo. He was graduated from Yale University in 1924. Survivors include his wife. □

Barbara C. Johnson, 42, a budget analyst in the Bureau of International Organization Affairs' Office of Budget, since 1981, died of cancer at the Washington Hospital Center on April 22.

Ms. Johnson

Joining the Department in 1966, Ms. Johnson worked in the Office of Operations, Financial Services Division, as a cardpunch operator and clerk. Assigned to the Bureau of Administration, Budget and Fiscal Office, in 1971, she was a fiscal specialist in the allotment accounting branch, an operating accountant in the Accounting Division, and a budget analyst in the Resources Control Division. She worked in the Office of the Comptroller as a budget analyst before joining International Organization Affairs.

Ms. Johnson was born in Washington. Survivors include a son and daughter, her mother and stepfather, two sisters and a brother. □

Jerold W. Jacaruso, 58, a retired communications officer, died of cancer on April 12 at Capitol Hill Hospital.

Assigned to the Office of Communications during most of his career, Mr. Jacaruso was networks staff chief when he retired in 1978. He worked for Western Union International for four years, then became a manager for International Telephone and Telegraph at the National Coordinating Center, in 1984.

Mr. Jacaruso was born in Stratford, Conn. From 1948–55, he served in the Army. He was founder of the Casa Italiano at Holy Rosary Catholic Church in Washington. Survivors include his wife, a son, two daughters, four brothers and five sisters. □

Dolores Wahl Griswold, 58, a retired foreign affairs analyst who was director of the Office of Intelligence Support in the Bureau of Intelligence and Research, died of cancer on April 18 at Sibley Memorial Hospital.

Joining State in 1927, Ms. Griswold worked in the bureau as an intelligence and research specialist during most of her career. In 1973, she was named chief of the Current Intelligence Staff. After retiring in 1980, she worked for the bureau as a consultant. She also worked as a counselor at the Seneca Rehabilitation Center in Maryland.

Ms. Griswold was born in Chicago. A graduate of St. Teresa College, she did graduate work at Catholic University. Survivors include her husband. □

Rafael Mercado, 77, who was general services assistant in Lagos from 1966 until he retired in 1968, died on February 26.

Joining the Foreign Service in 1946, Mr. Mercado was a clerk in Caracas, Ciudad Trujillo, Havana and Puerto La Cruz. He served in Paris, Guadalajara, Palermo and Managua as a consular assistant.

Mr. Mercado was born in Puerto Rico. Survivors include his wife. □

Mary Walsh Phillips, 81, a protocol officer who retired in 1965, died of cardiac arrest on April 14 at a nursing home in Arlington.

Ms. Phillips was born in Fall River, Mass. Joining State in 1927, she was a secretary in the Division of International Conferences before joining the Office of Protocol. She became an administrative assistant in 1944, an administrative officer in 1946, a proto-

col assistant in 1947 and a protocol officer in 1964.

Survivors include a sister and two brothers. □

James D. Farrell, 58, a Foreign Service officer who resigned in 1965 after serving for two years as an intelligence and research specialist in the Bureau of Intelligence and Research, died of cancer on April 22 at a nursing home in Hartford, Conn.

His assignments included Dhahran as consular officer, 1955–57; Tripoli as second secretary and consular officer, 1957–59; and Mogadiscio as second secretary and political officer, 1960–62.

A native of Kansas, Mr. Farrell earned bachelor's degrees at Kansas State College and the University of Chicago. He served in the Army, 1944–45. From 1949–53, he worked as a photographer and reporter. After resigning from State, he was employed at the Brookings Institution.

Survivors include a sister and two nieces. □

Helen Lin (Tai Moni), 57, a Foreign Service Institute Chinese language instructor in Taiwan, 1957–62, died of cancer in Massachusetts on April 6.

Ms. Lin taught at the Yale University Institute of Far Eastern Languages, 1962–1966, and joined the Wellesley College faculty in 1966, where she founded the Chinese Department. Her books and articles on China and the Chinese language have been resources for a generation of Foreign Service students with whom she maintained close ties. In 1985, she was awarded the title of honorary professor by the Beijing Language Institute.

Born in Ningbo, Zhejiang, China, Ms. Lin received her bachelor's from National Taiwan University. Survivors include her husband and two daughters. □

John N. Plakias, 78, who retired in 1962 after serving as officer-in-charge of the technical assistance unit in the Office of International Economic and Social Affairs, died on April 18.

Mr. Plakias worked for investment and commercial banking firms from 1929 until he joined State in 1941. He served as acting assistant chief of the Foreign Funds Control Division, and assistant chief of the Financial Division. Assigned to Paris in 1945, he was first secretary and consular officer. Other assignments included Dakar as consul general, Karachi as first secretary, Colombo as first secretary and consul general, and The Hague as counselor for economic affairs and consul general.

Mr. Plakias was born in Massachusetts. A graduate of the University of Pennsylvania, he completed a master's at New York University. Survivors include his wife. □

Peggy Simpson Yates, 47, the wife of ambassador John M. Yates and a former teacher at the American schools in Gabon, Algeria and India, died of cancer on April 23 at her home in McLean. She had accompanied her husband on assignments to Gabon, Algeria, India, Malawi, Mali, Turkey and Cape Verde.

Born in Yakima, Wash., Ms. Yates was graduated from Washington State University. From 1961–64, she taught in Massachusetts. In addition to her husband, who is serving in Cape Verde, she leaves three sons, two daughters, her parents and two brothers. □

Edwin C. Maska, 56, husband of retired Foreign Service employee Geneil Clay Maska, died in Norfolk General Hospital on April 1. Mr. Maska was a graduate of the University of Pennsylvania Wharton School and the George Washington University Law School. He recently retired as senior tax counsel of the Norfolk Southern Corp. □

Nadia Khoury, a Foreign Service national employee in Amman for 23 years, died in a car accident last August while visiting her brother in Athens, STATE was informed recently.

A U.S. Government employee for 42 years, Ms. Khoury served in Jerusalem, 1929–48, and in Amman, from 1948 until she retired in 1971.

A Palestinian, Ms. Khoury was born in Petrograd, Russia. She was an accomplished pianist, and she spoke several languages, including Arabic, Russian, French, Greek and English. ■

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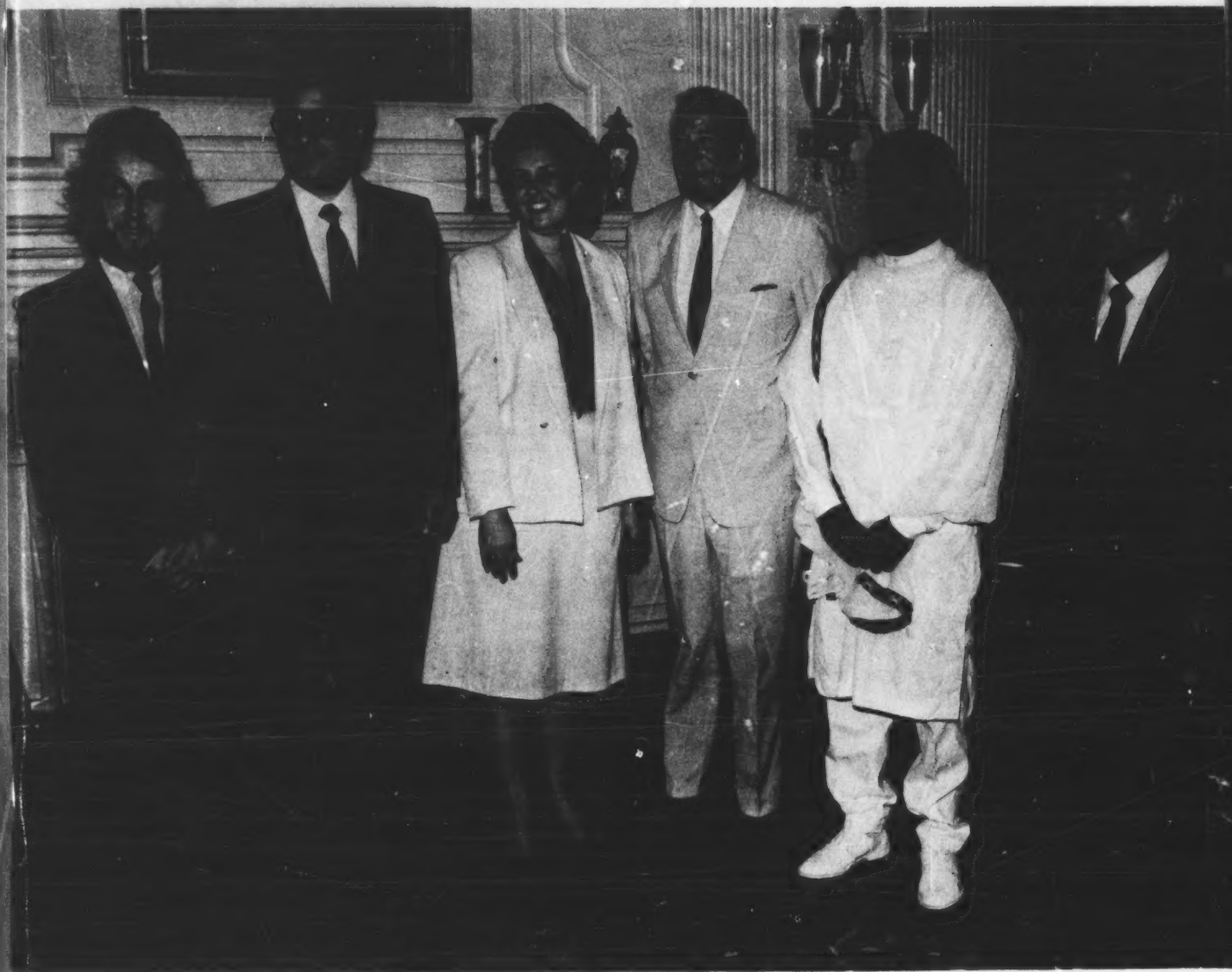

Foreign Service National Employees: The Regional "Champions" with Secretary Shultz

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THE COVER—From left: *Wilhelm Reif*, Bonn; *Ali Khairy Abdel Hamid*, Cairo; *Gilda de Fabrega*, Panama; *Secretary Shultz*; *Vassilios Simatos*, Addis Ababa; *Chinda Komolviphat*, Bangkok. Story on Page 20. (*Photo by Ann Thomas*)

United States Department of State

State

July 1986
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Letters to the Editor

More on promotion panels

WASHINGTON

DEAR SIR:

I read, with interest, Mr. Malott's article on promotion panels (April issue). I do differ, however, with a couple of his statements made in the paragraphs on "Puffery" and "More inflation."

I agree that many EERs (employee evaluation reports) are highly rated, and that there is a tendency for a rating officer to give equal ratings to all his/her subordinates. However, this is not always the case. It is up to the promotion panel, in my opinion (and probably one of the goals in creating the panels), to identify which of the highly-rated EERs are puffery and which are justifiably high—though written by the same officer. The buck stops with the promotion panels, and his statement ". . . the rating officer, who wanted to help his subordinates, may have ended up hurting some who really might have merited promotion . . ." does not hold true.

In the paragraph on "More inflation," I agree with his last statement of the article. I would add, however, that inflation is not only the result of rating officers being less than candid, but also a knowledge that other rating officers are being less than candid and a desire to get one's subordinate on that same level of competition—which can be eliminated by complete confidence in the promotion panel's ability to sift out objectivity from these inflated EERs.

One consideration is the formation of a core of professional promotion panels who specialize in separating the facts from the fiction. To this, add the normal complement of temporary panel members from the rated officers' cone—for clarification of the rated officers, accomplishments to the panel members not familiar with that cone.

In the final analysis, it is to management's own interest to ensure that

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There are 11 monthly issues (none in August). Deadline for submitting material for publication usually is the 10th of each month. Contributions (consisting of general information, articles, poems, photographs, art work) are welcome. *Double-space* on typewriter, spelling out job titles, names of offices and programs—*acronyms are not acceptable.*

Black-and-white, glossy-print photos reproduce best. Each photo needs a caption, double-spaced, identifying all persons left to right. Send contributions to STATE magazine, DGP/PA, Room B-266. The office telephone numbers are (202) 647-2019,-1648 and -1743.

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Foreign Buildings Office

New deputy assistant secretary scores it both ways

Critics of the office are right, he says—but so are its defenders

RICHARD DERTADIAN was in a tight spot as he sat in a congressional hearing room on Capitol Hill the other day.

Talk about conflicting cues! The new deputy assistant secretary in charge of foreign buildings was sure getting them—and from his own State Department team, too.

Here, on one side of him, was the man from the Program Inspector General's Office, H. Byron Hollingsworth, frankly acknowledging to the congressmen that the record of the Foreign Buildings Office is deplorable.

And here, on the other side of him, was Mr. Dertadian's boss, Donald J. Bouchard, the assistant secretary for administration, blithely assuring the same congressmen at the same session that the Foreign Buildings Office is an organization with a "commitment to sound management."

Well, which is it?

"It's both," said Mr. Dertadian in an interview with STATE afterward. "I have no problem with what either witness said."

"You don't?"

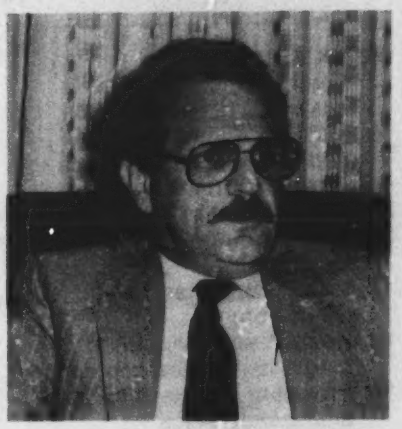
"No, because the testimony of both was true. A: the inspector general was right—no question about it—as to the costly, inept job we had been doing at some locations. I mean the ambassador's residence in Cairo and the four senior officers residences in New Delhi, to use some of the examples he cited. But also, B: Mr. Bouchard was right when he said we've come a long way since those findings in June of 1984. The findings related to projects that existed in the late '70s and early '80s."

"Well, what about today?"

"I think we've really begun to turn things around. There's been a major reorganization and reorientation at the Foreign Buildings Office. We've been transforming it from an operational agency into a management agency, in answer to the criticism. And we're going out to the private sector to tap the extensive program management skills that are available there."

Who's nervous?

If there was tension then in the congressional hearing room, there was no sign of it now in Mr. Dertadian's office in Rosslyn, Va. The Foreign Service officer, who had come to this hot spot via tours as the administrative counselor in Islamabad, in the Bureau of Personnel, then at the Senior Seminar, was cheerful and expansive as the reporter questioned him.



Richard Dertadian ***(Photo by Ann Thomas)***

"No, there's no reason for me to be defensive," he said.

"Why not?"

"Because that's not the attitude that prevails around here. In fact, that's what impressed me when I took this job."

"What I understand you to be saying," the reporter said to him, "is that you walked into a situation where the State Department's own inspector general, in what must be a rare thing around here, publicly and severely criticized your operation to outsiders. And you're happy about it?"

"Well, let me trace back with my feelings about this," Mr. Dertadian replied. "I took this assignment a year ago June, and by that time the inspector general had made his report internally and corrective action had already been begun by my predecessor, Harvey Buffalo, who inherited the problems before I did. I went to look at the IG report myself. It was tough; it concluded with 20 recommendations after criticizing us, essentially, for poor contract and construction management on a systematic basis.

"Naturally, I was curious about how my own people were regarding this. So, immediately upon my arrival, I convened a staff meeting and I said I'd found the report informative, complete and critical, and I'd like your reaction. And I was surprised at what the staff told me. They said the IG report was relevant, so far as they were concerned. They said they agreed with it and that we needed some major changes.

"Frankly, I hadn't expected that, and I was gratified. We ended up agreeing formally with all 20 of the recommendations. Of the 20, 12 have been implemented. The other eight will be. It happens that they're beyond our own capabilities, either already budgeted or projected, so we're going to look to the private sector for help on those eight. That's what I mean about the attitude around here not being defensive."

How's this for timing?

Mr. Dertadian acknowledged that the criticism had come at a particularly inopportune time. His office was just then asking Congress for a supplemental appropriation that would more than double its $383 million budget for the current fiscal year, then triple it for the coming year. This is part of a five-year plan to implement the Inman panel recommendations that call for costly construction of new embassies, plus security enhancements at existing buildings. There is concern in Congress—"understandably," said Mr. Dertadian—about throwing good money after bad, even

though no one disputes the need to strengthen security for the Foreign Service.

"I looked at the five-year plan," he said. "It projected 1,600 additional positions, topping the 161 we already have in the Foreign Buildings Office. That's what we would have needed if we were going to tackle this program all by ourselves, in-house. And not just people—we'd need particular people with whole new sets of skills, which we don't now have in the Department. Obviously, we weren't going to get 1,600 people or be able to recruit those skills. So there was only one way to go—to the private sector, where those skills and resources do exist. That in turn means that the Foreign Buildings Office now has to transform itself from an operational organization to one that concentrates on managing—managing to stay within projected costs, to keep on schedule and to see to it that the private-sector program managers are doing what we're paying them to do. But even with this changing role for us, the program we're undertaking is so large, with such pressing time requirements, that we're going to need new staff. So we're asking Congress for 177 new positions, to strengthen us in our management mode."

New coordinating role

One example of this enhanced management mission for his office, Mr. Dertadian said, is a recent order by Under Secretary Ronald I. Spiers designating the Foreign Buildings Office as the coordinator of *all* construction work in State buildings overseas. This arrangement is being tried in Mexico City, El Salvador and Prague, among other places, for openers, and more posts will be added.

"I grant you," said the deputy assistant secretary, "that it seems elementary that we would be the coordinator, but I'll have to admit that this wasn't being done. Non-capital construction projects are programmed by various entities in the Department—the Bureau of Diplomatic Security, the Office of Communications, the regional bureaus and other offices. However, there was no organizational mechanism in the Department to coordinate the scheduling and implementation of projects at individual posts. As a result, there was little, if any, integration of design, construction and contracting, and little accountability if things went wrong.

"You've heard the same stories I have—that at a particular post they'd do some construction work for, say, fire safety, only to have it ripped out a few months later because the communications people would come in to make

some improvements in their sector. One wouldn't know what the other was doing, or had planned. We're going to try to make this a thing of the past. I think this new mandate for us as coordinators and program managers of all non-capital construction will accomplish this."

Reasons for optimism

Mr. Dertadian cited these factors as accounting for his optimism with respect to the inspector general's report:

• BUDGETING. There is legislation that has armed State with a capability to cut in half the average of seven years that it often took to design and build a project, from the time of conception to completion. The seven years is an estimate given to Congress by Assistant Secretary Bouchard. The new legislation makes it possible to fund design and construction at the same time. Earlier, State had to wait for the first to be completed before funding could be requested for the second.

• COMPUTERIZATION. This is enabling State to track each construction project at every step along a so-called "critical path." And a program manager is being assigned in Washington to each project, "to see to it," Mr. Dertadian said, "that we're holding to that path and that schedule, and to bring it to management's attention when we're not." He added: "This is enabling us to see where we are at any given time, and it should help to take us out of the crisis mode in responding as problems come up."

• IMPROVED PERFORMANCE. Of 13 projects funded under a fiscal year 1985 appropriation, the deputy assistant secretary said, tracking has shown that 10 are proceeding substantially on schedule and within their budget, keeping in mind that the budget has since been increased for security reasons. The projects are in Muscat, Amman, Doha, Mogadishu, Djibouti, Sanaa, Tegucigalpa, Dhaka, Lahore and Manama. Two other projects are being held up because of site discussions with the host governments, and the 13th has been delayed because of a change in plans for the location of a Marine house.

• ARCHITECTURAL SELECTION. This process is being refined to ensure that firms seeking State Department commissions have the necessary background and experience to carry them out. One innovation in this area will be to advertise separately for architectural services for each project.

• OUTSIDE MANAGEMENT SUPPORT. An even more sophisticated computerization, beyond what State itself is capable of, is being sought in the private sector. "We're going to ask for a totally integrated program management system," Mr. Dertadian said, "from conceptualization of a project, through the risk analysis stage, site selection, design, contracting, construction and maintenance after completion. We want it structured so that no decision will be made in isolation, but strictly in relationship to the entire project."

• THOROUGH REVIEW. "That term I just used, risk analysis, is critical," Mr. Dertadian said. "We're going to look at the situation separately in each country and assess the risks in terms of the site, the soil conditions, the technical expertise that's available in the local workforce and contracting community, the availability of materials and the feasibility of importing them, the impact of local codes, utility capabilities and design strictures. Our aim is to have in advance the information needed to ensure that buildings designed for us are easily 'constructable' in their particular location. Furthermore, we're going to incorporate an intensive value engineering program for each project, which means that we'll be asking ourselves whether or not we can meet our functional, security and quality standards with different materials, equipment or construction methodologies, and whether we can save time or money with an alternate approach. I can assure you that we intend to conduct these reviews systematically and very extensively."

• INTEGRATED DECISION-MAKING. Mr. Dertadian said: "Anyone in the field who has been involved with a major Department construction project knows that the quality and timing of decision-making within the Foreign Buildings Office, and between that office and Diplomatic Security and the Office of Communications, is the most visible determinant of the ultimate success of the project. We're addressing that issue by reorganizing the Foreign Buildings staff into project teams composed of architects, engineers, contracting and operations specialists, and security and communications officers. These teams will have first-line decision-making authority, with authority to draw on the resources and expertise of their respective offices."

Bottom-line questions

The reporter had saved two questions for last: How could Mr. Dertadian be sure that the private sector would perform as expected? How could he be sure that State itself would in fact do better?

"As to the private sector," the deputy assistant secretary replied, "it's in their interest. This is a very large, very visible program for the country. They can't afford to blow it, any more than we can. It's too big. It's not only reputations that are on the line here, but the security of our people and facilities overseas.

"As to State, I'm confident because we have some excellent people, including many that were brought in just recently by my predecessor. We have a much better in-house capability now, and we're reorganizing the office so that this talent is going to be better channeled. I said on Capitol Hill that I think we here at State are going to have the most successful construction program that any Government agency has had so far, and I believe this."

"Were you apprehensive when you said it?" Mr. Dertadian was asked.

"No," he smiled. "I knew we had to establish our credibility up there because there's been some legitimate concern about it. I think we'll do all right."

—SANFORD WATZMAN ■

New chancery is dedicated at Riyadh, Saudi Arabia

Vice President Bush has dedicated the new U.S. chancery in Riyadh, Saudi Arabia. The building is on a six-acre site, comprising 205,000 square feet of office building, Marine quarters, warehouse and maintenance shops, recreation area and commissary and a formal garden almost one acre in area. The focal point is a large open-air trellised courtyard containing a central fountain and large palm trees. An "oasis feeling" is continued in the main lobby, dominated by a glass-walled waterfall and a giant handcarved Great Seal of the United States. Almost 24,000 plants were used in landscaping the site.

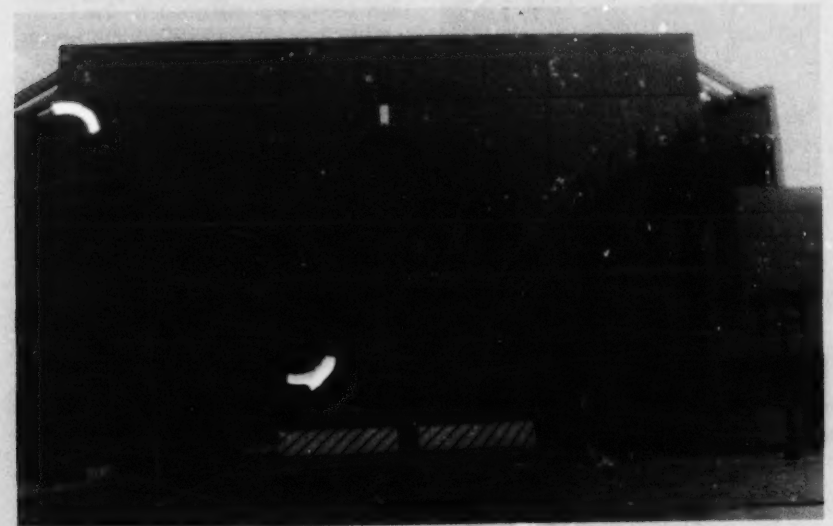
Aerial view of the six-acre U.S. chancery in Riyadh.

Under the direction of Foreign Buildings Office project manager Tom Farley, the project was substantially completed in less than 24 months (more than three ahead of schedule), at a cost of $22.5 million. The carnellian granite floors, fountains and columns, as well as the Great Seal in the lobby, were crafted in Chicago. The exterior of the building is covered in architectural bush-hammered concrete, which resembles the traditional mud and straw building material of the Arabian peninsula. The massive main beams and trellis members spanning the entrance courtyard weigh approximately 2.5 million pounds—equivalent in weight to five Boeing 747 passenger airplanes. There are more than 1.7 acres of carpeting, 14 miles of pipes, 106 miles of cable and wiring and 2,900 lighting fixtures in the building.

Although Riyadh has long been the official capital of Saudi Arabia, the U.S. embassy, the Saudi ministry of foreign affairs and other diplomatic missions were in Jeddah on the west coast. In the early 1980s, however, the Saudi government decided to move the foreign ministry and all diplomatic missions to Riyadh on a permanent basis. The diplomatic quarter was established, and the United States broke ground for its new building in early 1984.

The new diplomatic quarter is a unique three square mile site on the northwest outskirts of the city. When completed, it will form an integral part of Riyadh rather than a separate enclave. It is expected to accommodate a population of up to 25,000 inhabitants including 120 embassies with their staff and families, international and regional organizations, other service activities and general residential areas. It contains schools, mosques, clubs, community and cultural centers, a library, fire station and medical center. The plan for the quarter emphasizes open areas and extensive landscaping. There are four main plazas, 12 small gardens and playgrounds scattered throughout both the public and residential areas. Over 600,000 plants have been utilized in landscaping.

There were no cost overruns. The building was designed to reflect "the



Front view of the chancery in Riyadh, showing central courtyard, fountain and anti-vehicular arrest barricades.

Opening the pre-screening pavilion, left to right: general services officer *Len Porter*, Ambassador *Geoffrey Swaebe*, regional security officer *Tony Walters*, housing officer *Fred Smith*.

dignity of the United States," the embassy reported, and an understanding of the environment of the host country, while containing the latest in enhanced security technology. □

New security construction is completed in Brussels

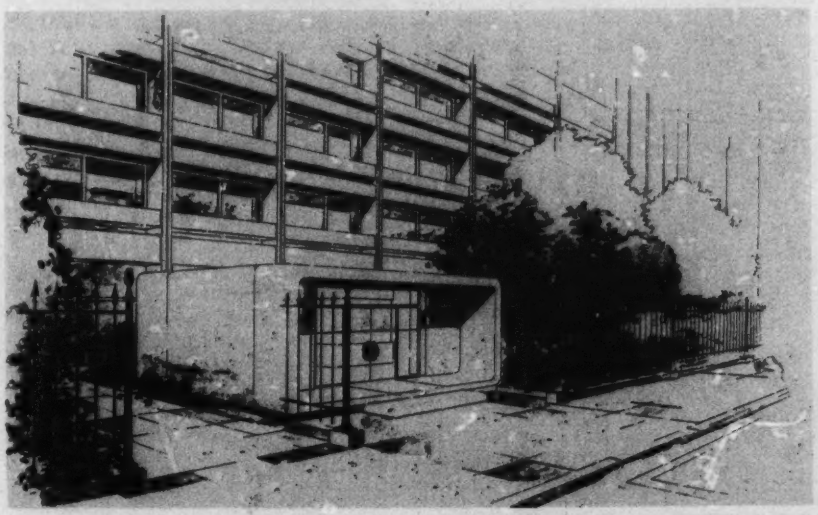
Procurement had to lay in a triple supply of red ribbon when the Brussels embassy recently completed three construction projects at once. Ambassador Geoffrey Swaebe wielded the ceremonial scissors to mark the openings of a renovated consular section and two new pre-screening security pavilions, in front of the chancery and joint administrative services holdings.

Brussels is one of the first embassies in the area to complete what regional security officer Tony Walters calls "the model for the future in screening systems." Pavilions were constructed in front of, but entirely separated from, the two main embassy buildings (located in a busy downtown section of Brussels), so that thorough security checks take place before visitors actually enter the building.

The design of the pavilions appears more imposing than forbidding—the visitor looks through a series of glass doors to the main entrance—but the system has built-in double checks and what Mr. Walters calls "an excellent traffic flow pattern." Inside the pavilion, a guard admits each visitor into a glassed-in screening cubicle, and all hand baggage, packages and envelopes are inspected by hand and with a metal-detection wand. The visitor then passes through a walk-through metal detector before exiting via an airlock-type door which can't be opened if the cubicle's entrance door isn't shut.

The pubic-access control system continues inside the building, where a Marine guard checks credentials and directs visitors to the appropriate sector or service, again through doors controlled from inside a security booth. Both the pre-screening pavilions and the public-access control booths for the Marine guards were built as part of the Department's worldwide perimeter security enhancement program, designed to improve protection for U.S. Government employees abroad.

The renovation of the consular section began with security considerations as well, when a visiting consular assistance team recommended improvements. But the security upgrade—which included installation of steel-reinforced concrete and antiballistics glass to separate the staff from the customers—also gave an opportunity



The pre-screening security pavilion in front of the joint administrative services building in Brussels.

Consular section staff members in Brussels reap the benefits of their own design suggestions. Left to right: *Raymonde Versali*, vice consul *Paul Berg*, *Josée Vanherck*, *Françoise Cheval*, consul *Mildred Patterson*, *Oscar Hilderson*, *Heidy De Rijcke*, *Inge Reviers*, *Relindis Joosten*.

for much-needed improvements in office facilities and the visitors' waiting area. "Let's face it, we were pretty dowdy and dumpy before," says consul Mildred Patterson. "For many Belgians, the consular waiting room is their only contact with the United States. Now at least we can make their waiting time more pleasant."

Lack of adequate space and light were both problems, and an architect from the Department drew up plans which removed a bulky circular staircase and reoriented the floor plan. Now both the waiting area and the service windows are ranged along a glass wall, bringing in exterior light. The result is "both brighter and more businesslike," says Ms. Patterson, "and we now have enough service windows for the whole staff, so that consular officers don't have to line up to get a turn with the clients."

Consular staff members were consulted about their needs throughout the project. The glass selected for the service windows was designed to allow excellent voice transmission, so clerks wouldn't have to shout their way through every transaction. General services officer Len Porter and housing officer Fred Smith ordered a wooden mockup of the service counters, and the design was tested and revised several times before final construction. The new extra-high counter surfaces and shelving allow staff members to work without stooping or hunching over.

Improved security, however, is being seen as the greatest asset for employees in Brussels. "In the old facility, a really aggressive visitor in the waiting room could make us feel very insecure," says Ms. Patterson. Now every visitor passes through the prescreening pavilion and the public-access control system before entering the consular section.

—PHYLLIS TURNER ■

LAHORE, Pakistan—Consul general *Arnold Schifferdecker* breaks ground for a new office building. Mayor *Mian Shuja-ur-Rehman* (in cap) is with him. Others, from left: administrative officer *James McGee*, deputy principal officer *Robert Finn*, foreign buildings contracts officer *William Penny*.

Life in the Foreign Service—I

At Lisbon, the lithe look is in

'Por-key' looks great, but he's a pig

BY JEANNE ZWEIFEL

IF YOU'VE BEEN to Lisbon lately to see some of your friends in the U.S. embassy there, then you couldn't help but notice how they're standing taller and looking trimmer. You want to know why? It's because they've been coming to our Body Shop for repairs.

I know—you're going to ask the same question I got from our general services officer, Robert Burkette, when the first advertisement for the Body Shop appeared in our embassy newsletter, Tejo Talk. "How can there be a body shop here," he demanded, "that I don't know about and, second, how can it be in the health unit, of all places?"

The answer is simple. Our Body Shop is for human bodies, not vehicles. Its mission is to repair bodies you mistreat by poor eating habits. The superintendents of the shop are my husband, Dr. Sam Zweifel, who's the regional medical officer, and Julia Holmes, the health unit nurse, and I (I'm the mental health facilitator here, as well as the editor of Tejo Talk). We accepted nearly two dozen bodies for repairs. All were in need of major work.

We began with all persons by having them write their own work orders, as we call it. This embarked them on an eight-week program, with each member signing a contract to lose a certain amount of weight during that period. Some of those who came to us decided that the price of entrance was too high; they would postpone their body repairs to a later date. But 20 did sign work orders and began immediate repairs.

You win by losing

Among them was the man who became the winning loser—Ben Bensusan, a veteran Foreign Service national, who lost 26 pounds in the eight weeks. In the couples league, the winning losers were economics officer James Roberts and his wife, Mary, a part-time nurse in the health unit, who lost 35 pounds (the two-person total). Sam and I came in second in that league, only a pound or so off the winning pace. A third couple, finishing with a score of about 18, consisted of military attache Mario Burdick and his wife, Barbara, a secretary in the administrative section.

Crusading editor: *Jeanne Zweifel.*

Winner of the No-Belly Prize: *Ben Bensusan.*

The first thing we did, once our group was formed, was to adopt Por-key the Pig as our group mascot. Por-key is not a real pig; he's a cartoon character in Tejo Talk. "Por" stands for Portugal, and "key" is the key to living here without looking like a pig. We decided that, in the newsletter, we would give Por-key all the pounds that we no longer wanted to carry around. As we did this, Por-key's portrait in Tejo Talk grew larger and larger with each pound we shed and gave to him. After the first two weeks, Por-key weighed 100 pounds; after four weeks he weighed 190 pounds. Por-key looked great for a pig but, more important, we who were feeding him looked even better as people.

We're the leastest

We Body Shop members became the elite of the embassy. You didn't need to ask who the members were; you could see. It was we people who were standing tall, with good posture and a smile to brighten the halls. All this began to take on epidemic propor-

tions. Even people who weren't in the group began to watch their diets. The restaurants near the embassy soon learned that embassy people were not eating bread or butter with their lunches. Soda with lemon replaced beer or wine as a luncheon beverage. In fact, most members of the group started brown-bagging it. Salads and fruit became a favorite lunch, so that we'd have plenty of time for a brisk walk over the noon hour. An exercise group started working out three days a week in a room in the basement.

We met weekly to discuss our successes. We would weigh in sometime during the morning, before the noon meeting. If you think it a tense time when someone checks the numbers for a weekly lottery, you don't know what tense really is. The scale in the health unit became a major battlefield. It determined whether or not we had won the battle of the bulge during the week. If a stranger had happened in the area on a Thursday morning it would have been a perplexing thing to hear the shouts of joy or howls of dismay coming from the room that housed the scales.

Fun with food

One thing must be said for us. We were undoubtedly the most dedicated persons you could find. After the first week or two, when we were just deciding whether we could lose weight or not, we became determined people. Everyone in the group was successful. First we changed our eating habits. We began to eat more slowly and enjoy our food more. We kept a food diary, to be well aware of everything that we ate. We began watching how other people ate. We would look at the most slender person in the room and notice what was different in that person's eating pattern from our own. We became aware that it is the first few bites that taste the best; the ones that follow, follow simply by habit. We even learned to leave food on our plates. The food might go to waste, but not to our waist. Next we learned how to go to cocktail parties, receptions, dinners and restaurants without leaving the improved eating habits at home. The final bit of change, the one that we all vowed to ignore when the program started, and the one we all accepted as necessary when the pounds would refuse to budge, was that it is easier to lose weight if you add exercise to your daily program.

The body shop people included, from left: ***Luz Lemos, Carolyn Smith, Evonne de Ruiz, Ruth Brandao, James*** **and** ***Mary Roberts, Larry Schroeder, Jenny Sousa Pinto, Regina Miskovitch, Bea Leibson,*** **Dr.** ***Sam Zweifel, Alice Hubler, Jeanne Zweifel, Ben Bensusan.***

Winning couple: ***James*** **and** ***Mary Roberts.***

Many funny things happened as time progressed. As Por-key passed the 200 mark, we declared that we had now lost an entire person. One woman said that her husband couldn't help but compliment her for her improved derriere, as he was busy in the kitchen baking his own cake to take to the office to eat. Por-key finally weighed out at 259 pounds, after eight weeks.

The most important thing about the Body Shop was that there were no complaints from any of the members. Everyone was pleased with the results. Some decided to continue after eight weeks with renewed contracts. They meet monthly, but continue to weigh in weekly. The Body Shop is officially closed, but the repairs are a lasting reminder to everyone in the embassy of what a dedicated group can do for themselves when they put their minds to it. ■

Life in the Foreign Service—II

Sophie and her sisters (and brothers, too) were mere children

But, wow, what a backhand!

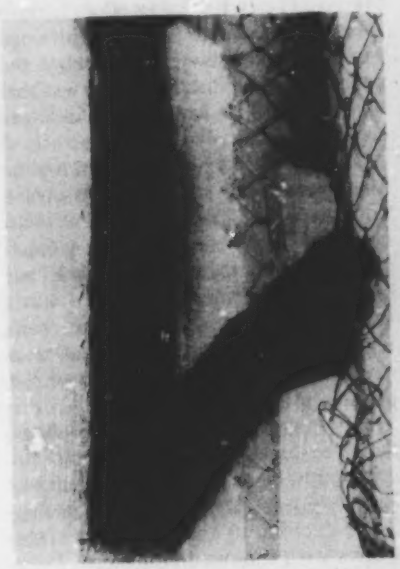
BY RICHARD M. SHERMAN

The author is now serving in the Bureau of Oceans and International Environmental and Scientific Affairs.

THE SAGA BEGAN innocently enough with a telex from a businessman in Florida. He asked the embassy at Yaounde, in Cameroon—the country just inside the West African bulge—to confirm that all was proceeding reasonably well within the bureaucracy there concerning his attempts to obtain an export license for seven gorillas he was buying, for resale to three zoos in the United States.

The embassy communications unit initially was at a loss as to whom to assign an issue of such significance to U.S. foreign policy, but it finally settled on yours truly as the appropriate "gorilla control officer," or GCO as I came to be known. After all, I was the consular officer, and the gorillas might need passports or visas—right?

Playtime.



Yes?

The author: In control?

Meanwhile, back in Washington, the Department soon learned that the embassy had been approached by the businessman for assistance, and it fired off a cable advising us to proceed with considerable caution, saying that the proposed sale could generate some controversy. At first I was blissfully unaware of why anyone would oppose a sale which would save these gorillas from almost certain death, if they remained in Cameroon. Because they

were tame, they could not be returned to the wild. They would simply emerge from the bush and head straight for civilization again. And they would not find hospitality among the villagers, to say the least. But I soon learned that the controversy feared by Washington was not so much over the sale itself but the price.

Pricing an ape

What would *you* pay for your basic young gorilla? I mean, think of the peace of mind a few "Beware of the Gorilla" signs around your property would provide. Consider being the first on your block to have an anti-guerilla gorilla. Be that as it may, it turned out that the three zoos were prepared to pay this businessman $475,000 for the gorillas ($75,000 each for the five females and $50,000 each for the two males)—a price which U.S. conservation groups felt, not without reason, might encourage others to go out and hunt gorillas to sell to zoos. Thus, while if the sale fell through these particular gorillas might be doomed, some conservationists felt this would be a better result for the species as a whole. The gorillas in Cameroon are lowland gorillas, not nearly as rare as the mountain gorillas made famous by the late Dian Fossey in Rwanda, but they are still in need of strict conservation efforts.

As the export efforts seemed to be proceeding normally, a veterinarian from one of the zoos made arrangements to come to Cameroon to assess the condition of the gorillas. I accompanied him to where the gorillas were, in Sangmelima, a town about 120 miles southeast of Yaounde. With us were Fullbright professor Karen Dajani and her husband Taher.

Orphans

The gorillas were owned by a Frenchman who also ran a large general store in Sangmelima. He had at one time been one of the largest animal hunter/traders in central Africa but was now in his 60s and essentially retired from that occupation. He said he had received the gorillas as babies from villagers who had killed the parents, either out of fear or for food. (A local restaurant does serve gorilla meat.) The villagers knew that his wife in particular was a soft touch for any kind of baby. She took in all the baby gorillas, who were only 1 to 2 months old, slapped them into diapers for their first year of life, and raised them almost as her own children, even giving them names—specifically Liaka, N'diki, Sophie, Bebe France and Iris (females) and Francois and Keke (males).

***Karen Dajani*, proceeding with her study, incites reciprocity.**

By the time of our visit, they were 4 to 6 years old (gorillas don't reach full growth until around age 12, and can live to be as old as 50) and weighed 70 to 110 pounds. They spent most of their days in a large communal pen, and afternoons and nights napping and sleeping in cramped individual cages.

In fact, that last point indicates why by the time of our visit, Robert Roy, their keeper, was quite eager to conclude the sale; the gorillas were quickly outgrowing his facilities. Cameroon had recently signed a convention on international trade in endangered species, and Mr. Roy had found it difficult to get an export license for the gorillas. He finally succeeded only because he could show that he had acquired the gorillas prior to Cameroon's signing the convention. (Cameroon has established plans for a large gorilla reserve and rehabilitation center near Sangmelima. But since it is counting on international assistance for funding, the reserve is still some years in the future.)

Playmates

Anyway, the veterinarian found all the gorillas to be in excellent health. Thereupon, I entered the pen with them. I had been assured that there was little danger, since the gorillas were used to people. Moreover, it was just this sort of "romantic" activity, like visiting a pygmy village (which I also did, but that's another story) that had been one of the reasons for my joining the Foreign Service.

Professor Dajani and I found the gorillas to be very gentle, inquisitive and fastidious creatures. Soon they were riding on our shoulders and otherwise having a grand time with their newest playthings. They showed no fear or aggression toward us, but you could sense their immense power even at that age. We were told that a playful backhand could send us sprawling across the pen. We spent about 10 min-

utes with them, then watched as they were taken to their sleeping cages for their afternoon naps. (I don't know if wild gorillas take afternoon naps, but Mrs. Roy certainly thought all well-brought-up young gorillas should take naps.)

U.S. says no

Meanwhile, back at the ranch, events were heating up in Washington. The zoos had to apply for an import permit from the U.S. Fish and Wildlife Service, which in turn had to publish the request and give interested parties time to comment. Needless to say, there was a great deal of commenting done, virtually all of it against the sale. The issue even made Jack Anderson's column. When all the smoke had cleared, the Wildlife Service denied the requests for import permits.

During the controversy, the Wildlife Service asked a noted U.S. naturalist, Stephen Gartlan, who was in Cameroon at the time helping to establish a rainforest reserve at Korup, to make his own assessment of the gorillas and to send in a report. Thus arose a second opportunity for me to visit the gorillas.

By now, the case had sparked considerable interest within the embassy community. Some 20 of us, including Ambassador Myles Frechette, deputy chief of mission William Milam and several persons from the British embassy joined Dr. Gartlan on the trip to Sangmelima. He, too, noted the gorillas' good health and concluded that an overseas sale was the only viable alternative for them. But he recommended against this sale because of the price. In any event, the outing to Sangmelima went well and everyone had a good time.

Bargain

Mr. Roy was now quite eager to find a new buyer. Through the convention secretariat in Switzerland he contacted the zoo in Arnhem, The Netherlands, which agreed to purchase the gorillas for $31,000 for all seven, of which $14,000 went to the government of Cameroon for the export permits. The understanding is that the Arnhem zoo will return the gorillas to Cameroon at such time as the gorilla reserve is fully operational.

Perhaps you're thinking that Mr. Roy took quite the financial bath, since he was going to get nearly $200,000 for his gorillas had the U.S. sale gone through, and his expenses of keeping the gorillas for as many as six years were considerably higher than the

$17,000 he received from Arnhem? Well, not exactly. Soon after the gorillas left for Arnhem, I received a phone call from the Florida businessman, who felt he might have a problem of a contractual nature and wondered if the embassy could help. Seems on his visit to Cameroon when he had arranged the deal with Mr. Roy, he had given Mr. Roy a down payment on the gorillas, and now that the deal had fallen through, he wanted his money back.

I suggested this should be no problem, since the contract no doubt spelled out the conditions for returning the money. Ah . . . no, we didn't draft up a written contract. Oh, but you do have the canceled check showing the money you paid him. Well, no, I paid him in cash. O.K., so you at least have the receipt for the cash you paid him. Um . . . no, I didn't get a receipt. And exactly how much of a down payment did you give Mr. Roy? Well, it was around $120,000.

I contacted Mr. Roy, who confirmed he had the money. Needless to say his recollection was that he got to keep the money whether the deal went

through or not. I promised to send the businessman a list of Cameroonian lawyers and wished him luck.

Afterword

Thus ends the saga of the Cameroonian gorillas. I think it illustrates the adventure one still can find in the Foreign Service. But more importantly, it illustrates the often conflicting concerns in the area of wildlife conservation. As man continues to deplete the remaining areas of untouched natural habitat, expecially in emerging nations which are trying to feed burgeoning populations, using traditional land-intensive agricultural methods, how to best balance the needs of man and of his fellow inhabitants on this planet will become of increasing focus and concern to science-related officers in the Foreign Service. ■

News Highlights

Spiers sees a State thinned out at top

A reduction in positions at top levels of the State Department command structure looms ahead as the Department continues to plan for coping with the Gramm-Rudman-Hollings budget cut requirements, Under Secretary Ronald I. Spiers says. The management chief, in an interview with STATE, took care to speak generally. He did not identify any positions or offices that the planners might have in mind, nor did he say when the cuts would come. But he made it plain that they would have to be phased in and that when they are, the Department, in his opinion, "will be better off."

The basis for the interview was a memo from Mr. Spiers to all assistant secretaries and office heads on budget policy for the fiscal year 1988, which does not begin until October 1 next year but preparation for which is starting now in the Office of the Comptroller. "Resources for 1988 will be extremely scarce—there will be *real and tough tradeoffs*," the memo says (emphasis in the original).

It continues: "Chiefs of mission have been engaged in a review of controllable costs to see where they could tighten up their posts' budgets. The savings they have identified are encouraging and should be incorporated into your budget where approved and appropriate. You should undertake a similar review of domestic overtime, travel, periodicals, conferences, contracts and consultants before determining your (1988) operating budget requirements."

Bureaus seen as out of step

Asked by the reporter from STATE whether he felt that the memo and the Gramm-Rudman-Hollings legislation are being seen by the Deaprtment bureaucracy as being "for real," Mr. Spiers replied that he senses a greater acceptance and sense of urgency on the part of the overseas missions than in the bureaus and offices in Washington, particulary, he added, some of the functional bureaus. "They should be taking it seriously because it certainly is for real, and they're going to find out that it is," he said. "But in the meantime they're expecting a deus ex machina to appear at the last minute that will solve all their problems. Well, there won't be any deus ex machina this time. That's for sure. And there won't be the usual supplemental appropriation to bail them out. They can forget that; it's a thing of the past. All of us are going to have to learn right now to present a budget that's much leaner but that we're going to have to live within all year long. If we end up having to spend more on X, we're going to have to make up for it by taking it from Y. There won't be any other alternative."

As to the upper-level positions, Mr. Spiers asserted that not only Gramm-Rudman-Hollings but "just good management" would dictate that there ought to be fewer. Over the last few years, he explained, the Department has seen a proliferation of staffs on the seventh floor as well as growth in the number of bureaus, much of it mandated by Congress. "Each new bureau means another assistant secretary, more deputy assistant secretaries and more special assistants," he said. "And the administration, too, has wanted more deputy assistant secretaries. And the way it works out is that, when these noncareer appointees come in, they end up being not replacements but additional people."

Shift in decision-making

"The result of all this," Mr. Spiers continued, "is that decisions that used to be made down below are now booted upstairs. This is the reason why the Department would be better off with fewer people at the top. The desk officer and the office director would again come into their own, as they used to be, as persons with authority to decide day-by-day matters. There's been a general creep away from this, and it hasn't been good."

The budget hearings are scheduled to conclude this month. Staff recommendations and priority rankings will be submitted to Mr. Spiers next month for his review and determination. By the end of the month, Mr. Spiers will have briefed the Secretary and, in September, the Secretary will transmit his proposal to the administration's Office of Management and Budget.

"The administration last year gave us a budget that took care of our needs," Mr. Spiers said. "But Congress appears certain to reject it. That's our problem, and we're going to have to try ourselves to find a solution." □

'Leaker' loses job; State employees are warned

Department employees at home and abroad have been warned against unauthorized disclosure of classified information, and that those found guilty will be disciplined and prosecuted. In a statement to the press on May 16, following the dismissal of a mid-level employee for making such disclosure to the news media, the Department spokesman said:

"We regret that because of this transgression the Department is losing an otherwise productive and trustworthy employee. But we believe that leaking of classified information is a serious breach of the discipline required of all public servants. It is essential that the public be informed concerning the activities of its government. However, we must also recognize that the national interest often requires that information concerning the national defense and foreign relations be protected against unauthorized disclosure. Officials who leak do not serve the larger national interest by disclosing information, but instead may well be undermining the process of making foreign policy and protecting our national defense.

"Leaks can betray confidences and embarrass other governments, making them less willing to confide in us. Leaks can undermine the confidentiality needed in the decision-making process to insure a full and candid airing of all points of view. Leaks can also threaten the security of our nation, or of friendly nations, or the safety of

individuals, or our sources of vital information. Because of the potentially serious consequences of unauthorized disclosure of classified information, the Department will continue to deal strictly with any of its employees who have made unauthorized disclosures of classified information."

Since 1980, four employees have resigned and another employee was dismissed as a result of internal investigations which revealed unauthorized disclosure of classified information to members of the press. During the same period, four other employees were disciplined for leaking classified information. The disciplines ranged from a reprimand to three weeks' suspension without pay. □

James D. Wilson, Joyce Banerjee to head forum

James D. Wilson Jr., AID's desk officer for Jordan, Oman, Lebanon and Syria, has been named chairman of the Secretary's Open Forum for 1986–87. Joyce Ann Smith Banerjee, a consular officer in the Bureau of Inter-American Affairs, will serve with him as vice chairwoman. Since both candidates were unopposed, there was no voting this year by forum members.

Mr. Wilson will succeed Norman C. LaBrie in the full-time position. Ms.

Mr. Wilson

Ms. Banerjee

Banerjee will work with him part-time and continue in her assignment in the inter-American bureau. She will succeed Gilbert J. Donahue, who is a full-time vice chairman.

Mr. Wilson, a native of Michigan, with degrees in political science and economics, has had 20 years of devel-

—(Continued on next page)

Deputy secretary's aide is 3rd-fastest typist

Cristy Valentine *(Photo by Ann Thomas)*

Cristy Valentine, personal assistant to Deputy Secretary John C. Whitehead, recently won a 30-inch trophy, $1,000 and a Xerox Memorywriter typewriter as third-fastest typist in a national contest in Baltimore, which drew 23 regional finalists. She had won in 1985 and 1986 contests for the Washington area. Her speed was 110 net words a minute during the five-minute test.

A magna cum laude graduate of Brigham Young Univeristy, with a major in English, Ms. Valentine has served in the deputy secretary's office since 1982. She worked in the White House under Presidents Ford and Reagan, and on Capitol Hill with Congressman Dan Marriott (R.-Ut.) and Senator Jake Garn (R.-Ut.). Provo, Ut. is her hometown.

She speaks Spanish fluently and plays the piano, mostly classical pieces. □

Your best defense: Feel tough, act tough, be tough

Police Lieutenant Jim Bullard of Memphis, Tenn., presented a "Self-Protection Program" to men and women, June 9 and 16, in the Department. He demonstrated simple self-defense techniques, stressing the importance of adopting "a confident and aggressive attitude."

"Let an attacker feel your anger," he said. "Don't inflict minor pain just by kicking, scratching or punching. If you cause him minor pain, he'll cause you major pain."

The policeman suggested, instead, bolder behavior by a potential victim. "If an attacker grabs you around the upper arm or wrist," he said, "don't contest his strength; go for his weakness. In this case, his thumb is his weakness. Flick your arm back against his thumb, and he'll be forced to let go. If he grabs you at the shoulder, circle your arm back to break the grip.

"If an attacker puts his hands around your neck, strike him directly in the windpipe with your fingers, extended out straight. His ears are vulnerable, too. Smack both his ears with your two fully-stretched palms.

"If an attacker comes into your bedroom or approaches you in a secluded area, don't say a word. Don't scream or move, or kick or punch. Let him get close, then push your thumbs into his eyes."

He suggested using as weapons a ballpoint pen, to jam into an attacker's Adam's apple, and car keys, which could be used to slash an assailant's eyes.

"But no self-defense technique will work if you don't have the right attitude," he said. "Take offense when offended, and start with the attitude: 'I'm not going to be a victim. No lowlife is going to ruin my day'."

The one-hour lunchtime program was sponsored by the Office of Equal Employment Opportunity and Civil Rights, and AID's Office of Equal Opportunity Programs.

—DONNA GIGLIOTTI □

INTERNATIONAL ORGANIZATION AFFAIRS—Admiral *J.S. Gracey*, commandant of the Coast Guard, presents Distinguished Public Service medal to *David Schiele* for his work at the International Maritime Organization relative to the Achille Lauro incident.

—(Continued from previous page)

opmental experience, including four years in the development studies program as a faculty member, deputy director and director. He has held assignments as a program officer in Haiti, and as an international relations officer responsible for Cameroon, Chad, Gabon and Central African Republic affairs. He also was a program analyst for East Africa projects. He is a former photographer-reporter for local and college newspapers and has had extensive training in public speaking, negotiation and management. He is a former board member of the American Foreign Service Association.

Ms. Banerjee, a native of Tennessee, is a former high school English teacher and social worker. A Foreign Service officer since 1970, she has served in Caracas, Mexico City, Bombay, Havana and Panama. She also was personnel assignments officer, Office of Foreign Service Career Development and Assignments, for the inter-American area, and training officer in the "Congen Rosslyn" consular program, Foreign Service Institute. □

DIPLOMATIC SECURITY—People from State who participated in the Law Enforcement Torch Run, a Special Olympics event, included, front, from left: *Tommy Thompson, Anne Spees, Diane DeVivo, David C. Fields, Tom Borisch, Daniel Garner, Mark Sanna, John Weis.* Rear: *Sidney Telford, Mary Bryson, Karen Childress, David Holt, Michael Wyatt, Hal Countryman, Dan Herman, John Kearney, Alan Gowing.*

Maritime safety panel to meet

The working group on standards of training and watchkeeping of the Subcommittee on Safety of Life at Sea will conduct an open meeting on July 23 at 10 a.m. in Room 6317 at Coast Guard headquarters. The purpose will be a review of agenda items for the 19th session of the International Maritime Organization Subcommittee on Standards of Training and Watchkeeping, scheduled for September 29–October 3.

Members of the public may attend up to the seating capacity of the room. For information, contact John J. Hartke, telephone (202) 426-2985. □

Beirut guards abducted

Five Lebanese guards employed by the American embassy in Beirut were kidnapped while on their way to work on May 20. They were held for about eight hours by unidentified gunmen, then released. □

Jakarta: embassy attacked

Two homemade rockets were fired at the U.S. embassy in Jakarta on May 14. There were no injuries. On the same day, a rocket was fired at the Japanese embassy there and a car bomb exploded outside the Canadian mission. ■

Appointments

Jonathan Moore is eyed for refugee coordinator

President Reagan has announced his intention to nominate Jonathan Moore, director of the Institute of Politics at Harvard's John F. Kennedy School of Government, as ambassador-at-large and coordinator for refugee affairs. He would succeed H. Eugene Douglas.

Mr. Moore

Mr. Moore began his Government service in 1957 as a public affairs assistant with USIA in Bombay. He later held the same position in Monrovia, until 1959. He was political-military officer, Office of International Security Affairs, 1961–63; special assistant to the deputy assistant secretary and to the assistant secretary of defense for international security affairs, 1963–64; and special assistant to the assistant secretary for Far Eastern affairs, State, 1964–66. From June to August 1966 he was director of the bureau's Office of Public Affairs. He was executive assistant to the under secretary, January to September 1969.

Mr. Moore later held assignments as deputy assistant secretary for East Asian and Pacific affairs, 1969–70; counselor to the Department of Health, Education and Welfare, 1970–73; and special assistant to the secretary and deputy secretary of defense, January to May 1973. From June to November 1973 he was associate attorney general, Department of Justice.

In recent years Mr. Moore has served on the advisory committee, National Institute of Law Enforcement and Criminal Justice, 1974–76; as consultant, President's Committee on the Accident at Three-Mile Island, 1979; as a member of the Secretary of Health, Education and Welfare's ad hoc group on the future strategy of the Department of Health and Human Services, 1980; as a member of the Cape Cod National Seashore Advisory Commission, 1982–85; and as a member of the Secretary of State's Panel on Indochinese Refugees, 1985–86. In October 1984 he was a consultant to AID in a field assessment of the U.S. economic assistance program for the Philippines.

Mr. Moore was an intern with Radio Free Europe, Munich, 1955; assistant director, Foreign Student Orientation Program, Bard College, 1955; staff assistant, Newmyer Associates, Washington, 1956–57; assistant to the minority leadership, U.S. Senate, 1959; legislative assistant to Senator Leverett Saltonstall (R.-Mass.), 1959–61; and chief foreign affairs adviser on the national campaign staff of George Romney, 1967–68. He was also a foreign policy researcher and speechwriter on the national campaign staff of Governor Nelson Rockefeller. He was a consultant to the JDR 3rd Fund, Washington, January to June 1974.

Mr. Moore was born in New York on September 10, 1932. He received a bachelor's from Dartmouth in 1954, and a master's in public administration from Harvard in 1957. He won the Department of Health, Education and Welfare's Distinguished Service Award in 1973. He was named one of the 200 "young American leaders" by Time magazine in 1974. He is a member of Phi Beta Kappa, Alpha chapter of New Hampshire; and the Casque and Gauntlet Society, Dartmouth College. He is a member of the Council on Foreign Relations and First Parish Church (Unitarian). He has written many articles and documentaries.

Mr. Moore is married to Katherine Weeks Andres. They have a son, Charles Frederick IV, and three daughters, Joan Brooke, Jennifer and Jocelyn Andres. □

Reagan announces choices for 5 ambassadorships

President Reagan, as of mid-June, had announced his intention to nominate five ambassadors. Each nomination would require Senate confirmation. The five, in alphabetical order by posts, are:

—*Egypt*—Frank G. Wisner, deputy assistant secretary for African affairs. The post is vacant.

—*Haiti*—Brunson McKinley, deputy executive secretary of the Department, to succeed Clayton E. McManaway Jr.

—*Hungary*—Robie Marcus Hooker Palmer, deputy assistant secretary for European and Canadian affairs, to replace Nicolas M. Salgo.

—*Sierra Leone*—Cynthia Shepard Perry, chief, Education and Human Resources Division, Office of Technical Resources, AID's Africa Bureau, to succeed Arthur Winston Lewis.

—*Sudan*—G. Norman Anderson, deputy chief of mission, Tunis, to replace Hume Alexander Horan.

Following are biographical sketches of the persons chosen by the President.

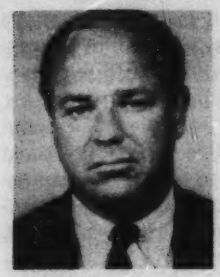
* * *

Egypt

Frank G. Wisner, a minister-counselor in the Senior Foreign Service, has been senior deputy assistant secretary, Bureau of African Affairs, since April 1982. He was ambassador to Zambia, 1979–82.

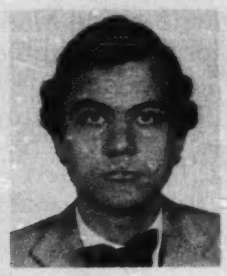
Mr. Wisner joined the Foreign Service in 1961, and was assigned as vice consul at the consulate general in Tangier in 1962. He later held assignments as third secretary, Algiers, 1962–64; rural development officer, Saigon, on detail to AID, 1964–69; staff aide to the deputy ambassador to Saigon, November 1965–January 1967; special assistant to the director, Office of Civil Operation in Vietnam, until December 1967; and senior adviser to the Vietnamese province of Tuyen Duc during 1968. Returning to the State Department in December 1968, he became officer-in-charge of Tunisian affairs, 1969–71. He later was chief of the economic and commercial section, Tunis, 1971–73, and chief of the political section, Dhaka, 1973–74.

In recent years Mr. Wisner was director of plans and management, Bureau of Public Affairs, 1974–75. In 1975 he was a member of the President's Interagency Task Force on Indochina Refugees, first as special as-



Mr. Wisner

Mr. McKinley



Mr. Palmer

Ms. Perry

Mr. Anderson

sistant to the director of the task force, then as deputy director. He was special assistant to the under secretary for political affairs, 1975–76. He was named director, Office of Southern African Affairs, 1976, and deputy executive secretary of the Department the following year.

Mr. Wisner was born in New York on July 2, 1938. He received a bachelor's from Princeton in 1961. His foreign languages are French, Arabic and Vietnamese. He has won the Department's Meritorious Honor Award, 1973; the Viet Nam Service Award; the Military Medal of Honor; and Vietnam's Social Welfare Honor Medal. He is a member of the Council on Foreign Relations, the Metropolitan Club in Washington and Brooks in London.

Mr. Wisner is married to Christine de Ganay Wisner. They have two sons, Oliver Sarkozy and David Wisner, and two daughters, Caroline Sarkozy and Sabrina Wisner. □

* * *

Haiti

Brunson McKinley has been deputy executive secretary of the Department since 1983. Before that, he was chief of the political section in Berlin, 1981–83. He joined the Foreign Service in 1971 and was assigned as aide to the U.S. ambassador in Rome. Following that assignment, he became aide to the ambassador in Peking, 1973–74. He was deputy principal officer, Danang, Vietnam, in 1975. Then followed assignments as a member of the Department's Secretariat Staff, 1975–76; Italian desk officer, 1976–78; and political officer in London, 1978–81.

Mr. McKinley was born in Miami on February 8, 1943. He received a bachelor's from the University of Chicago in 1962 and a master's from Harvard in 1964. From 1966 to 1971 he was a captain in the Army, serving in Vietnam. His foreign languages are German, French, Italian, Vietnamese and Mandarin Chinese. He has won many awards, including a General Motors scholarship, a Woodrow Wilson fellowship, the Secretary of State's Award for Valor, the Bronze Star and the Air Medal. He is a member of Phi Beta Kappa. He is married to Nancy Padlon McKinley. They have a son, Harley Joseph, and a daughter, Sarah. □

* * *

Hungary

Robie Marcus Hooker Palmer has been deputy assistant secretary for European and Canadian affairs since December 1982. Before that, he was deputy to the under secretary for political affairs, 1981–82.

Mr. Palmer joined the Foreign Service in 1964. He held assignments as third secretary, New Delhi, 1964–66; international relations officer for NATO affairs, 1966–68; and as a student at the U.S. Army's Russian Institute in Garmisch, Germany, 1968–69. Following his studies, he became second secretary in Moscow, where he served until 1971. He was a member of the Department's Policy Planning Staff, 1971–75; political counselor, Belgrade, 1975–78; and office director, Bureau of Politico-Military Affairs, 1978–81. He was deputy for policy in the European bureau later in 1981.

Mr. Palmer was born in Ann Arbor, Mich., on July 14, 1941. He received a bachelor's from Yale in 1963. His foreign languages are Russian and Serbo-Croatian. Before entering the Foreign Service, he was a copy assistant with the New York Times, 1963, and assistant to the producer, WNDT-TV, New York, 1963–64. He received a Woodrow Wilson national fellowship, 1963; the Department's Superior Honor Award, 1980; and a Presidential Meritorious Service Award, 1984. He is a member of Phi Beta Kappa and the American Foreign Service Association. Mr. Palmer is married to Sushma Mahyera Palmer. □

* * *

Sierra Leone

Cynthia Shepard Perry has been chief, Education and Human Resources Division, in AID's Africa bureau since 1982. Before that, she was dean of international student affairs and professor of education, Texas Southern University, Houston.

Ms. Perry was a secretary with the Nichols Investment Corp., Terre Haute, Ind., 1957–62, and with the IBM Corp., also in Terre Haute, 1962–67. From 1968 to 1971 she was director of the National Teachers Corps, University of Massachusetts School of Education; and from 1971 to 1974 she was associate professor of education and associate director of Teacher Corps/Peace Corps, at Texas Southern. She was in-country Peace Corps trainer in Kenya, a lecturer in

philosophy at the University of Nairobi, and USIA consultant in Kenya, Nigeria and Zambia, 1974–76. She then became staff trainer, UN Commission for Africa, in Addis Ababa, Ethiopia, 1976–78.

Ms. Perry was born in Terre Haute on November 11, 1928. She received a bachelor's of science from Indiana State in 1968 and a doctorate in education from the University of Massachusetts in 1972. Her foreign languages are Spanish and Swahili. She has won many awards, including the William F. Cosby Alumnus Award, University of Massachusetts, 1982; the Council of the Sagamores of the Wabash Award, from the state of Indiana, 1984; and the Booker T. Whatley Agricultural Service Award, 1985. She was awarded an honorary doctorate of laws from the University of Maryland in 1984.

She is a board member of the International Council for Educationaal Development, the International Studies Association and the National Urban League. She is active with the Republican National Committee. She has written articles in the Journal of Agricultural Education, ZASE Bulletin, Zambia Educational Journal, Saturday Review and Trend magazine.

Ms. Perry is married to James Olden Perry Sr. They have four sons, James O. Shepard Jr., Milo Kent Shepard, Mark Shepard Perry and James Olden Perry, and two daughters, Donna Shepard Ross and Paula Lucille Perry. □

* * *

Sudan

G. Norman Anderson has been deputy chief of mission in Tunis since 1982. Before that, he was deputy chief of mission in Sofia, 1980–82.

He joined the Foreign Service in 1960 and was assigned as a personnel officer in the Department. He then took Arabic language training at the Foreign Service Institute school in Beirut, 1962–63. Following his studies, he became political officer there. From 1966 to 1967 he took Russian language training at the U.S. Army's Institute for Advanced Russian Studies, in Garmisch, Germany. He later held assignments as assistant administrative officer, 1967–68, and political officer, Moscow, 1968–69; Soviet desk officer (multilateral affairs) in the Department, 1969–71; Egyptian desk officer, 1971–74; and political counselor, Rabat, 1974–78.

In recent years Mr. Anderson has been special assistant to the senior adviser to the President and Secretary on Middle Eastern and Soviet affairs, 1978–79; and a student at the Foreign Service Institute, where he took Ukrainian, then Bulgarian, language training, 1979–80.

Mr. Anderson was born in Lewes, Del., on March 26, 1932. He received a bachelor's from Columbia in 1954, and a master's in international affairs from the university's School of International Studies in 1960. His foreign languages are Arabic, French, Russian, Spanish, Ukrainian, Bulgarian and Swedish. From 1954 to 1958 he served as a lieutenant in the Navy. He received a Navy Reserve Officers Training Corps scholarship, 1950–54, and a fellowship at Columbia's School of International Affairs, 1959–60. He has received Senior Foreign Service incentive pay awards, 1983–85. He is a member of the American Foreign Service Association.

Mr. Anderson is married to Mary Churchill (Bonnie) Anderson.

They have three children—Ian Churchill, Robert Whitney and Amy Louise. □

Wrobleski named narcotics assistant secretary

Ann Barbara Wrobleski **addresses a drug education conference in Atlanta.**

President Reagan has nominated Ann Barbara Wrobleski, acting assistant secretary, Bureau for International Narcotics Matters, as assistant secretary. She would succeed Jon R. Thomas, who has resigned.

Ms. Wrobleski formerly served as the bureau's deputy assistant secretary for resource management. She served as director of special projects for Nancy Reagan, 1981–84, and was responsible for planning the first lady's drug awareness campaign.

Ms. Wrobleski has also had several years' service on Capitol Hill, most recently as deputy press secretary

for Senator Richard Stone (D.–Fla.). She was coordinator within State for the conferences on drug abuse attended by the first ladies of 17 countries. She supervised production of the 1985 narcotics control strategy report, a congressionally-mandated review of narcotics issues in 40 countries.

Earlier, she was press secretary to Congressman Lou Frey Jr. (R.–Fla.), 1975–78; research assistant for the House Republican Research Committee, 1975–78; traveling press secretary for the Jack Eckerd-for-Senate campaign, 1978, and his gubernational campaign, 1974; and assistant press secretary to Senator Edward Gurney (R.–Fla.), 1973–74.

Ms. Wrobleski received a bachelor's in journalism and political science from Stephens College in 1972. She was elected to the board of governors of Stephens last year. She was appointed by President Reagan to serve on the Interagency Committee on Women's Business Enterprise. □

State nominates Sheinbaum for Colombo Plan post

Gilbert H. Sheinbaum, until recently counselor for political and specialized agency affairs at the U.S. mission to international organizations in Geneva, has been named by the Department as director of the Colombo Plan Bureau in Colombo, Sri Lanka. He would succeed the late Donald R. Toussaint there. The bureau is the operating arm of the Colombo Plan Council, a 26-nation organization which assists in the economic development of South Asia, southeast Asia and the Pacific.

Mr. Sheinbaum

Mr. Sheinbaum joined the Foreign Service in 1957 and held assignments in Washington, Vientiane, Paris, Saigon, Copenhagen, Antananarivo, Lilongwe and Cebu. He was the mission's control officer for the November 1985 summit meeting in Geneva. He retired from the Service last month. Born in New York on April 20, 1929, he received a bachelor's from New York University in 1950. He has done graduate work in economics at the New School for Social Research and at Stanford. He is married to Inger Fredebo Sheinbaum. They have a son Neil, and a daughter, Britt. □

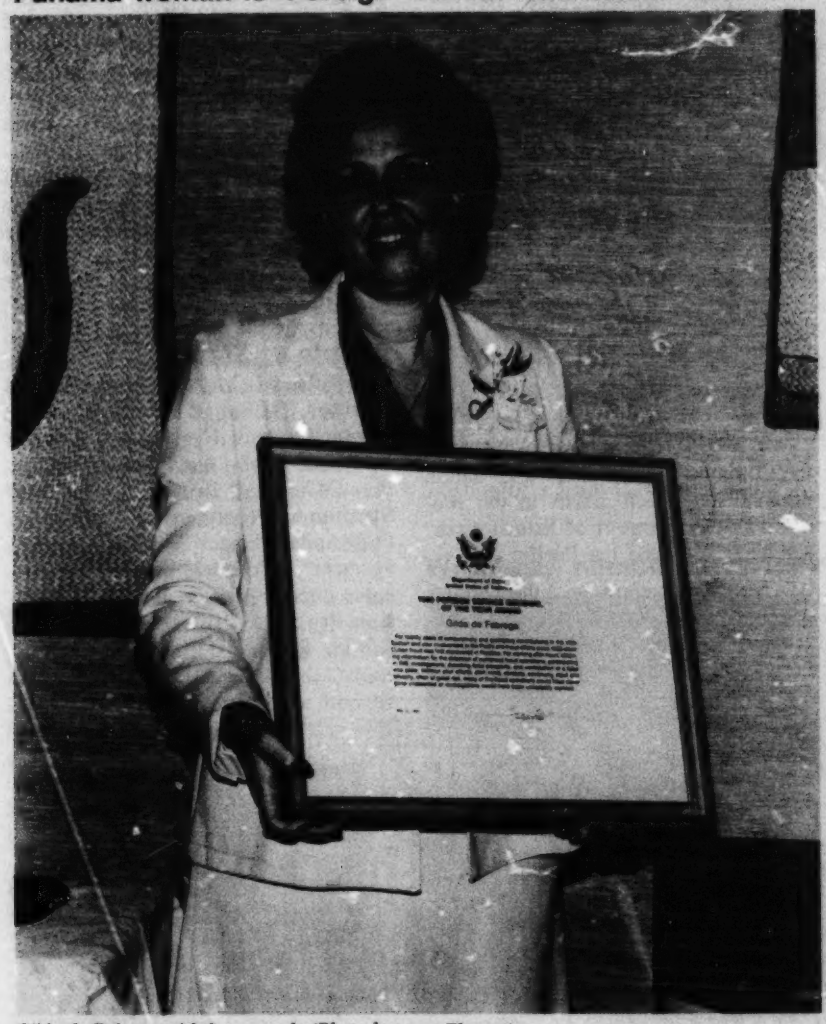
People at State

Robert J. McAnneny is executive director, Office of the Program Inspector General. He succeeds **Charles B. Angulo,** who has been assigned to the Office of Protocol . . . **Paul Stratton** is deputy executive director, Office of the Under Secretary for Management . . . **Michele E. Truitt** has become director, Office of Fraud Prevention Programs, Bureau of Consular Affairs. ■

KIGALI, Rwanda—U.S. Ambassador *John Upston* is greeted by President *Juvenal Habyarimana* as he prepares to present his credentials.

Honors and Awards

Panama woman is 'Foreign Service National of Year'



Gilda de Fabrega with her award. *(Photo by Ann Thomas)*

Gilda de Fabrega, senior Foreign Service national in the nonimmigrant visa section at Embassy Panama, has been named the "Foreign Service National of the Year." She was honored for her efforts in reducing visa fraud during the past 21 years, often at personal risk, the citation noted. It said she worked after hours obtaining information for detecting fraud operations, and that she participated in investigations, discovered fake passports and helped confiscate a false visa plate.

She was presented a check for $2,500 by Under Secretary Ronald I. Spiers and an award certificate signed by Secretary Shultz, at a ceremony in the Benjamin Franklin State Dining Room on May 22.

In addition to Ms. de Fabrega, who also was the winner for the inter-American area, four other national employees were named as regional winners and received a check for $1,000, plus a certificate. The four are Ali Khairy Abdel Hamid, general services specialist, Cairo; Chinda Komolviphat, special consular services assistant, Bangkok; Wilhelm Reif, cashier monitor, Bonn; and Vassilios Simatos, general services specialist, Addis Ababa.

The five regional winners were authorized to spend a week in Washington on consultation. They met with Secretary Shultz and Department officers, including those who had served with them earlier in their countries.

Names of nominees

There were 35 other nominees for the awards. They were, according to region:

—*Africa*—Farhat M. Sheikh, Kenya; Claude How Tan Fat, Mauritius; Abrileta Reis, Mozambique; Ayodeji A. Awofeso, Nigeria; Judith R. Johnson, South Africa; Hafeez A.M. Mohammed, Sudan; Di Mambu Yobo, Zaire.

—*East Asia and Pacific*—Ronald J. (Tom) Steele, Australia; Betsy Jack, Hong Kong; Kensuke Ueda, Japan; Kwang Ho Cho, Korea; Soo Fong Khee, Malaysia; Davina Betty (Young) Morahan, New Zealand; Cezar O. Palpal-Latoc, Philippines.

—*Europe and Canada*—Anne Marie Vande Wiele, Belgium; Irene Angelidaki, Greece; Paolo Bearz, Italy; Julio Cuesta, Spain; Yilmaz Tamer, Turkey; Frances K. Cobb, United Kingdom; Andjelija Stanojevic, Yugoslavia; Victor Cruz, Portugal; Vaughn Cameron, Canada.

—*Inter-America*—Maria Cristina Gomez, Colombia; Jose Heredia, Dominican Republic; Luis Gabela, Ecuador; Olga Boquin Aguiluz, Honduras; Ana Catalina Villarreal C., Mexico; Katherine M. Neblett, Bridgetown.

—*Near East and South Asia*—Yaacov Banin, Israel; S. Mukhtar Ali, Pakistan; Yousuf Murad, Saudi Arabia; Kevork (George) Kupelian, Syria; Ahmed Zahar, Tunisia; Frank Fernandes, India.

Shultz, Spiers join praise

In presenting the awards, Mr. Spi-

ers said: "Those of us who have lived and worked overseas have had many occasions during our careers to rely on the advice and expertise of our Foreign Service national colleagues. We have come to know and respect them, their judgment and their courage. So we welcome this award, as they do, as a symbol of the friendship and trust we have for each other."

Earlier, congratulating the winners, Mr. Shultz asserted: "The five of you embody the differences of our Foreign Service national population: different cultures, different backgrounds, different areas of responsibility, and periods of service ranging from 10 to 25 years, for a total of 93 years. While we in the Department know and value the differences between you, it is the qualities you share that we have celebrated this week: your loyalty, your honesty and your courage."

Ms. de Fabrega's citation pointed out that "she has earned the respect of every officer with whom she has served for her friendly, helpful manner, teaching skills, ability to deal with the public, and uncanny memory in recalling individuals whose files contain derogatory information." It added that, in her efforts to combat visa fraud, "she draws heavily upon her thorough knowledge of the regulations, her wide contacts and her understanding of Panamanian society."

Mr. Simatos, the African area's representative, was cited for his role in the U.S. relief effort during the Ethiopian drought emergency. He organized and managed aid operations in Ethiopia "in the shortest possible time." This involved building new offices, finding new housing in a limited market, and purchasing autos and trucks, security equipment, supplies and furnishings. He also assisted the embassy by helping visiting delegations and serving as guide and translator, the citation said.

Mr. Komolviphat, representing the East Asian and Pacific region, won the award for assisting in the release of an American captured by the Vietnamese; ensuring the welfare and safety of U.S. prisoners during "bloody prison riots"; and obtaining a royal pardon for a seriously-ill American prisoner. "The exemplary performance of his duties, his personal dedication and his own professional skills are vital to the achievement of Embassy Bangkok's major objectives," the nomination noted.

Mr. Reif, the European and Canadian representative, was honored for contributions to the design, testing and modification of the Department's new financial management system. "His assistance in the installation of the system at Bonn and other posts has materially improved the efficiency, effectiveness and ease of operation of the system," his citation read. When the installation at Bonn was completed, Mr. Reif assumed responsibility for the operation, which involved some 34,000 checks and $80 million a year. He also helped train the staff at financial management centers at other posts.

As the representative of the Near Eastern and South Asian area, Mr. Hamid was cited for 25 years of "distinguished service" to the mission in Cairo. His "sophistication, wit, intelligence, diplomacy, influence, negotiation skill and resourcefulness have netted the U.S. Government millions of dollars in efficiency, direct savings and property sales revenues," the citation said. The embassy pointed out that Mr. Hamid is consulted on "every issue of any importance; he is a father figure to all Egyptian employees at this mission ... and he has served as a trusted confidant to several administrative counselors."

During their week-long visit the five winners were guests at a reception sponsored by the Bureau of Inter-American Affairs. They visited the White House, the Capitol and museums.

—BARNETT B. LESTER □

Gerald Carmen is honored

Gerald P. Carmen, ambassador to the United Nations in Geneva, has received the first "Entrepreneur of the Year" award from the Geneva Enterprise Council, a group of business executives from Europe and the United States, for his "devotion to promoting private enterprise in economic development." □

Peter Gallant: 'Security Officer of Year'

Peter J. Gallant, regional security officer at Embassy Khartoum, has been named the 1985 "Security Officer of the Year," for "leadership and competence in directing major security programs and a series of initiatives which have enhanced the security of Americans" in Sudan. He will receive $5,000 and a certificate. Arthur W. Jones, regional security officer at Embassy Lisbon, the runner-up, will get $2,000.

Mr. Gallant

Ten other nominees for the award were given special recognition for their job performance. They are Jeffrey Bowers, regional security officer, Tunis; David Bowyer, regional security officer, Vienna; Steven Cox, regional security officer, Kinshasa; Evan DeWire, regional security officer, Kampala; Martin Donnelly, regional security officer, Dar es Salaam; Arthur

Hanrehan, regional security officer, Paris; Dennis O'Hare, regional security officer, Mexico City; Kenneth Sykes, assistant regional security officer, Bogota; Dennis Williams, regional security officer, Cairo; and Edwin Wood, regional security officer, Kuala Lumpur.

Mr. Gallant's citation noted that he "maintained an extensive network of information-gathering, not only in Khartoum but in other parts of Sudan, utilizing police, military intelligence and ministry of interior personnel." The citation added that he "places great emphasis on the education of embassy employees and dependents on topics such as terrorism, residential security, local crime and related matters."

Mr. Jones was cited for "performance and dedication" and for "initiative, resourcefulness and solid management style" in establishing the security program in Lisbon, including the embassy's vehicle security system.

Mr. Gallant joined the Foreign Service in 1976. He held assignments in Athens and Washington before being posted to Khartoum. Mr. Jones entered in 1973. He served in Mexico, Lagos, Santo Domingo and Washington before being assigned to Lisbon. □

Marshall Casse wins $5,000 economic award

Marshall L. Casse III, director of the Planning and Analysis Staff, Bureau of Economic and Business Affairs, has been named winner of the $5,000 Herbert Salzman Award for Excellence in International Economic Performance. He was honored for his performance in his previous assignment as economic counselor in Embassy Ankara.

Mark Johnson, now a deputy assistant secretary in the Bureau of Legislative and Intergovernmental Affairs, is the runner-up. He was cited for his work as economic counselor in Embassy Nairobi.

Eight others were nominated for the annual award: Dorothy J. Black, Colombo; John W. Bowen IV, Brasilia; William R. Brew, Tel Aviv; John E. Hall, Monrovia; James J. Hawley, Santo Domingo; William C. Ramsey, Riyadh; Stanley H. Specht, Brasilia; Robin White, Tokyo.

The selection panel was headed by Douglas W. McMinn, assistant secretary for economic and business affairs. It cited Mr. Casse for his "perceptive analysis" of the Turkish economy; his negotiating skills, and his role in arranging for the first high-level economic consultations between the United States and Turkey. He was also credited with helping to bring about a bilateral investment treaty between the two countries. The panel noted that these accomplishments were made during "only a one-year assignment in Turkey."

Mr. Johnson was cited for his leadership in formulating and conducting U.S. economic policy in Kenya; his reporting and analysis of economic developments, and for "insight, initiative and imagination" in advancing U.S. interests in that African country.

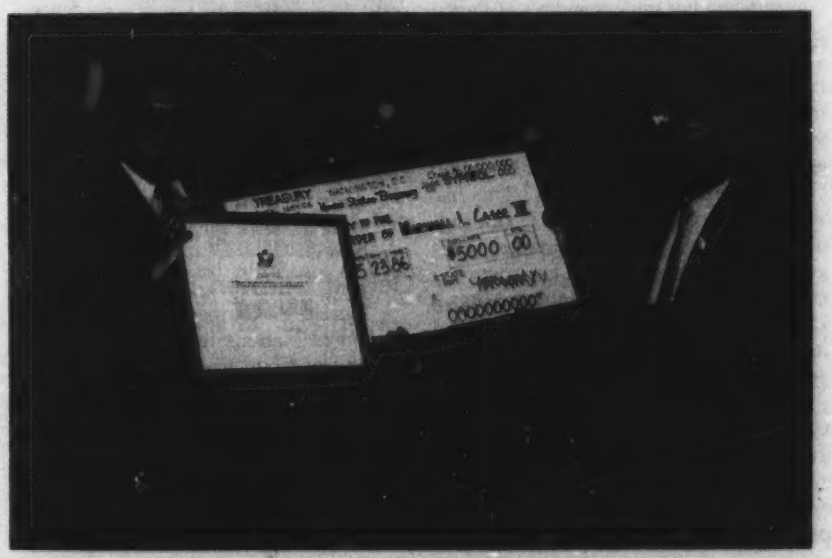
Mr. Casse joined the Foreign Service in 1972. He held assignments in Washington, Tunis and with the U.S. mission to the Organization for Economic Cooperation and Development in Paris before he was posted to Ankara. Mr. Johnson entered the Service in 1970. He has served in Washington, Kuwait, Ouagadougou, Jakarta and Nairobi.

The Salzman award honors the former U.S. representative to the Organization for Economic Cooperation and Development. □

Daniel Simpson wins $5,000 Dunn award

Daniel H. Simpson, deputy chief of mission at Embassy Kinshasa, has been presented the $5,000 James Clement Dunn Award for Excellence. The award was for 1984. He was cited for "leadership and creativity" during a former three-year assignment as director of State's Office of Southern African Affairs. He was praised for contributions to the formulation of new policy initiatives that led to "a reduction in regional tensions, progress toward the independence of Namibia, and the beginning of political reform in the Republic of South Africa."

A selection panel picked Mr. Simpson from more than 50 candidates. He joined the Foreign Service in 1966



***Marshall L. Casse III,* left, receives Herbert Salzman Award from Assistant Secretary *Douglas W. McMinn.* (Photo by Ann Thomas)**

and has held assignments in Bujumbura, Pretoria, Sofia, Lubumbashi and Washington. Before being posted to Kinshasa, he had served as deputy chief of mission and counselor of Reykjavik.

The Dunn award was established with the financial assistance of Mrs. Vincent Astor and her son, Anthony D. Marshall, a former ambassador. It is named in honor of the veteran diplomat who died in 1979 at the age of 88. It is given for "leadership, intellectual skills, managerial ability, and personal qualities which most fully exemplify the standards of excellence desired for Foreign Service officers." □

USIA's JoAnn Clifton wins $5,000 Replogle award

JoAnn Clifton, executive officer, USIA's Office of African Affairs, is the winner of the $5,000 Luther I. Replogle Award for Management Improvement. The award is for 1985. She was cited for her "management, judgment, resourcefulness and determination in supporting programs in a difficult and demanding environment." Ms. Clifton has responsibility for managing USIA posts in 41 African countries, with program budgets exceeding $24 million.

Ms. Clifton

She was selected from six other candidates for the annual award: George Carner, chief, Policy, Planning, Evaluation Division, Office of Development Planning, AID's Bureau for Africa; Bruce W. Clark, counselor for administrative affairs, Embassy Tokyo; Michael J. McLaughlin, administrative officer, U.S. mission to Berlin; James McMahon, deputy director, USIA's Office of Administration and Technology; Eugene L. Scassa, deputy director, State's Bureau of Inter-American Affairs, and Edmund VanGilder, consul general, Marseille.

Ms. Clifton was cited for her work in "providing public diplomacy support for attainment of U.S. foreign policy objectives." She was praised for strengthening data processing in the field, and for improving overseas cultural and information programs. She also mastered the budget process, her nomination pointed out.

KINSHASA, Zaire—*Daniel H. Simpson*, left, receives the Dunn Award from Ambassador *Brandon Grove Jr.* With them are Mr. Simpson's wife, *Ashley*, and son, *Michael*.

Ms. Clifton, who joined the Foreign Service in 1972, has held assignments in Washington, Moscow, Prague, Warsaw, Pretoria and Caracas. She has been an executive officer and resource coordinator since 1983.

The award was established by the former ambassador to Iceland. □

Lamberty, Vetter honored for assistance to public

Gerald Lamberty, president of the American Foreign Service Association, and Charles T. Vetter Jr., a retired Foreign Service officer who had served with USIA, are the winners of the Henderson-Sattherthwaite Citations for 1986. They were honored for contributions to the Foreign Affairs Seminar Program and lectures to outside groups and organizations. Their names have been engraved on a plaque in the Foreign Service Club.

Also receiving the award was Foreign Service officer Patricia A. Woodring, a former president of the association, who had been cited in 1981. She had not been able to accept the award in person because she was serving with the U.S. mission to NATO in Brussels. Ms. Woodring is currently in the Office of Business Practices, Bureau of Economic and Business Affairs.

Attending the foreign policy briefings and award ceremony in the Loy Henderson Conference Room on May 23 were members of classes from area colleges and universities. "For the past 12 years the seminar program has provided a service to our Washington community," director general George S. Vest told the students. "The foreign affairs consortium of our academic institutions and the foreign affairs community have joined in a fitting tribute to retired Foreign Service officer Joseph C. Satterthwaite and to the memory of Foreign Service officer Loy W. Henderson, 'Mr. Foreign Service.' " The awards are named for the two former ambassadors, who would give briefings during their visits to the Department and at universities.

Mr. Lamberty joined the Foreign Service in 1956. He has held assignments in Havana, Guatemala, Santo Domingo, Warsaw and Washington. In recent years he was director, regional economic policy, Bureau of Inter-American Affairs; deputy chief of mission and counselor, Lima; and director, Office of Analysis for Inter-American Affairs. He received a bachelor-of-science degree and a master's from Marquette.

Mr. Vetter, a former high school teacher and administrative assistant, became a training officer with USIA in 1956. He held assignments as employee development officer, information specialist and communications training counselor, and later served in Manila. He returned to Washington in 1979 and was with the agency for several years before his retirement. He received a bachelor's from Hamilton College, a law degree from National University and a master's of law from George Washington University.

Ms. Woodring joined the Foreign Service in 1963. She has held assignments in Washington, Vientiane, Zagreb, Manila and Brussels. She has also served as special assistant, Senior Seminar in Foreign Policy; as a narcotics control officer and as an international relations officer. She is a graduate of the University of Paris. □

At Henderson-Satterthwaite award ceremony, from left: *Charles T. Vetter Jr.*, director general *George S. Vest, Patricia A. Woodring, Gerald Lamberty. (Photo by Ann Thomas)*

Protocol's Murdock wins 'Distinguished' award

Catherine C. (Bunny) Murdock, assistant chief of protocol for visits, received the Department's Distinguished Honor Award from Secretary Shultz at a ceremony on June 12, for making "a major improvement in relations between the United States and other powers."

Ms. Murdock

She "often singlehandedly headed off incidents which could have ruined otherwise successful visits of foreign leaders," her nomination noted. "She is the only member of the Protocol Staff that the President personally commended in an Oval Office interview. And almost every cabinet official and senior member of the Government has at one time or another complimented her performance."

The protocol officer was honored for "political acumen; amazing ability to work with everyone; sensitivity and good judgment and foresight and quick intelligence." She also was cited for her role in organizing Protocol support for the "First Ladies' Conference on Drug Abuse," an unprecedented gathering of 17 wives of heads of state, and for assuring that visits of foreign leaders were "perfectly organized and managed." □

DIPLOMATIC SECURITY—The Department's Group Superior Honor Award is presented to 35 members of the Secretary's Protective Detail. From left: ***Martin C. Dougherty, Diane J. Martin, Robert A. Vertocnik, Marilyn M. Wanner, Stanley Bielinski, Secretary Shultz, Mrs. Shultz, Stephen C. Meister, Thomas K. Depenbrock, John L. Davids, Scott R. Shaw, Elizabeth L. Gruber, Stephen F. Smith, Stanley J. Joseph, Lee J. Linder, James W. Schnaible, Christopher A. Medvigy, Denise D. Huyser, Bruce E. Landry, Charles E. Diamond, Mark W. Caldwell, Constantine P. Catrickes, Janet R. Shafer, Elizabeth B. Wood, John M. Davis, Stephen J. Bosseler, William J. Ahern, David J. Benson, George G. Frederick, Robert J. Reca, Jacob M. Wohlman, William N. Kettering, Peter E. Morgan.***

AFRICAN AFFAIRS—Assistant Secretary ***Chester A. Crocker,*** **left, presents the John Jacob Rogers Award to** ***Robert Bruce*** **at his retirement celebration. With Mr. Bruce is his wife,** ***Judy. (Photo by Doris Alston)***

WEST BERLIN—*John P. Boulaner*, left, is presented the "Communicator of the Year" award by assistant chief of mission *John C. Kornblum*. *Carey E. Cavanaugh*, consular officer, right, was presented a Superior Honor Award with a meritorious step increase.

KINGSTON, Jamaica—At awards ceremony, left to right: *John Allison; Royston Parsons; Volney Amos; Martin Stewart; Fredricka Trapp; Michael G. Sotirhos; Ena Daniels; Marlon Nicholson; Lloyd Coley; Paul Jackson; Devon Richards; Scotley Salmon; Roderick White.*

PORT-AU-PRINCE, Haiti—Assistant Secretary Elliott Abrams, front, fourth from left, presents awards to embassy employees for achievement during the period of the flight into exile of dictator Jean-Claude Duvalier. Others, front, from left: *Aubrey Hooks, Cindy Trodden,* Ambassador *Clayton E. McManaway Jr., Stephen P. Dawkins, Robert Kaneda, Bonnie L. Johnson, Lawrence G. Rossin.* ■

Life in the Foreign Service—III

Foreign Service fans in Swaziland flock to 'front-row seats'

But Halley's comet turns out to be a 'fuzzball,' gets mixed reviews

If you're searching for reasons why you should have wanted to be posted this year to Mbabane, the capital of Swaziland, in southern Africa, consider that you would have been positioned, as was no one north of the equator, for a clear, once-in-a-lifetime glimpse of Halley's comet. Was it worth it? Four reviews from the embassy follow.

BY KAY BRANAMAN EAKIN
Community liaison officer

NEARLY EVERYONE who's kept up with the news knows that there was supposed to be a colossal celestial event this year—the return of Halley's comet after 76 years. But who knew that it was going to turn out to be more of a media promotion than a true spectacle?

Those of us living in South Africa thought we were going to have an advantage over the rest of the world, with the best "seats" for this streaking Olympics-like event. The best viewing, we were told, would be south of the equator. There were great discussions among us, with plans afoot far in advance. Those, like me, who were teaching used the coming of the comet as the focus of space-related projects.

My sixth-grade class spent an entire term on their solar system unit, which revolved around whatever we could find out by reading and viewing the films and videos provided by USIA, and then, later, by observing the sky. Their parents lost hours of sleep, as I assigned the same homework night after night: View the comet! This wasn't an easy thing to do as, for most of the time, it could be seen only at about 4 in the morning.

Nevertheless, most students managed to get a view, and several faithfully checked night after night, reporting to the class and drawing pictures of what they had seen. Other teachers were doing the same.

I had hoped that the children living in this part of the world, where there are fewer distractions, would be more aware of the stars and the universe. But, alas, not true. My class was diverse—children of 15 nationalities were in it, as well as almost a dozen Swazis. Many of them had never before bothered much about the night skies. Perhaps after this experience they may take another look.

An advantage, of course, in being relatively unsophisticated is that expectations don't overwhelm reality, as they did for many of the adults. The students seemed quite happy with what little they saw. And they may have a big advantage most of us won't. They may be around to see Halley's again 76 years from now. They did better, in fact, than their teacher, who neither saw it this time around and won't be around the next time. I had thought I had the perfect plan. Not for me setting my alarm two hours early and not being fully alert for school the next morning. I would go to the southern part of the country with my husband, and enjoy the viewing in the company of friends. Alas, the weather didn't cooperate. We spotted the comet, briefly, once on the first night. But by the time the rest of us tore ourselves away from the Trivial Pursuit, bridge and backgammon games, the clouds had moved back in. And on the second night, it was only the night owls, still out and about at 1:30 a.m., who saw it.

None of them bothered to wake me up! □

BY PETER ARGO
AID contractor

I HAD BEEN following the progress of Halley's comet for the past year. Each month I devoured even the minutest article in the press. I expected to see a great fireball streaking across the sky, with a tail stretching from horizon to horizon. In fact, as an amateur astronomer, I carry a telescope around the world with me, to take advantage of different viewing conditions. Now that I was in the southern hemisphere which, I was assured, was a perfect lo-

"We saw it! We saw it!" they insist, exulting still, on the mid-morning after. *Terry Kramer* is kneeling. Others, from left: *Jan Argo* with daughter *Sylvan* on her shoulders, *Peter Argo*, *Peter Capozza*, *Mary Pat Selvaggio*. *(Photos by Terry Kramer)*

cation for viewing Halley's, I wasn't about to waste the opportunity.

Months before, I began to plan how, when and where to view the spectacle. Harry Johnson, the enthusiastic AID deputy director here, had approached me about viewing it from the Mlilwane Game Sanctuary, about 10 miles outside Mbabane, on the weekend following the April 10 closest approach. That sounded like a great chance to view the comet with friends all night while scouting the park for game by day.

But I knew the weather didn't always behave favorably in these parts. So that led me into looking for a dry climate. I finally settled on Nxai Pan National Park. This is a large, wide-open grass plain ringed by forests, inhabited by herds of zebra, springbok, giraffe, gemsbok, jackals, hyena and an occasional lion. We could stake out our camp and have an unobstructed horizon from which to view the comet. The plan was set.

Because I knew that to travel into the desert alone would be risky, I approached friends who had four-wheel drive vehicles. Recruiting the adventurers wasn't difficult.

Meanwhile, late in February, after the comet had swung past the sun and started the return trip for earth, I began my watch for the early-morning object, which by 4:30, was high enough in the sky to be visible. Each morning my alarm went off at 4. I would peer out the window. If the stars were out, I had to move fast. I would jump into my shoes, grab the telescope and head for the garden.

This was no easy task. The telescope is an eight-inch-diameter Newtonian Reflector that weighs 120 pounds. I would have to wrestle it, in various pieces, out the door—in the dark—so as not to disturb the others. In the garden, the sky seemed to open up for me. The broad white band of the Milky Way stretched across the sky. Just off its edge was the kite-shaped Southern Cross. Low on the eastern horizon, in the direction of the comet, was the curved tail of Scorpio. The brightest objects that drew my attention were the planets Saturn and Mars, also in the constellation Scorpio.

After a brief moment of letting my eyes adapt to the night sky, the tail of Halley's "popped" out of the background. It was always fan-shaped, never very long. Each morning that I was able to view it, I hoped against

hope that the rainy conditions would improve. They never did. As March progressed, the tail appeared to shrink rather than grow. Only after studying the charts closely did I realize that the tail, on this orbit in 1986, was always pointed away from the earth.

As Easter weekend approached, we packed the four-wheel drive in preparation for the trek to Nxai Pan, in Botswana. Once inside the park there, on the first evening, I unpacked the telescope from its cradled box. We set our alarms for early the next morning. Although the comet was dimmed by its passage through the Milky Way band, the prospect of seeing the "fuzzball" nucleus tempted me to get out of the sack.

Then our return to Swaziland led us into the planned weekend at Mlilwane Game Sanctuary. Although we had given up trying to point out the comet to the animals, our friends weren't much easier to impress. Most had also been trying to view the comet during the previous two weeks without much success. The weather behaved much as expected—two days of rain. However, each night, somewhere between midnight and 2:30, we were granted a few moments of sighting. Everyone who ventured out against the odds had a view of the comet. We also had a chance to see Saturn in its glory, and a few other star clusters.

Each morning of viewing, hot coffee in hand, I thought about the comet. Even though it wasn't what I thought it should be, seeing it was enough. Any object that had returned so many times in history, and that most likely had inspired what we've learned about the Star of Bethlehem, was certainly worth our awe on this return in 1986. □

BY MARY GROVER
Ambassador's secretary

IT WAS A dark and stormy night in June last year when, seated around the campfire, being regaled by the British High Commission's head of chancery, Michael Cox, with stories of the last sighting of Halley's comet in 1910, we realized that it would be visiting us again this year. Most of us having missed the last overflight, and wanting to take full advantage of our location in the southern hemisphere (and also the free champagne target-golf which the hotel offers), a team was dispatched to the Nhlangano Sun Hotel in southern Swaziland to book a few rooms. Runners were sent to all and sundry in Mbabane and environs to see if anybody cared. The response was good.

When the time came, we had armed ourselves with cameras, binoculars, games, kids, appetites and thirsts, and our group headed south to occupy 45 of the 47 rooms then available at the hotel. We had a marvelous buffet dinner in anticipation of retiring to the pool area with coffee and port for leisurely viewing. Alas, the heavy cloud cover this first evening prevented even those with 20/20 vision from spotting

the "fuzzy thing somewhere over there."

It was a congenial group. It included people from the American embassy, the British High Commission, the UN Development Program, Barclay's Bank, the Swaziland Central Bank, Waterford School, the American embassy in Pretoria and several local businesses. We occupied ourselves at the casino, at the disco, and playing Trivial Pursuit.

The following evening was to be "the perfect night" to see the comet. The hotel agreed to turn off the lights if need be, but African skies are usually so crystal clear it's like living in a planetarium. As we got ready, we had a day filled with golf, tennis, swimming, more Trivial Pursuit, Scrabble, Boggle, bridge, ping pong, movies, a "Pin the Tail on the Comet" game for the kids and general merriment. All of which was performed under grey skies with lots of clouds—not much promise for the evening. But we were undaunted, and the merriment continued through the evening.

At about 12:35 a.m., some of the clouds cleared and everyone was called to search for the comet. The comments were: "I don't know what I'm looking for!" "It's over there!" "Where?" "Right up there: it's the fuzzy one!" "But they all look fuzzy!" So, back to the casino, bar and disco.

Did anyone really see the comet? We don't know for sure. It was a dark and stormy night on April 12 in Swaziland. □

BY GERALD W. SCOTT
Deputy chief of mission

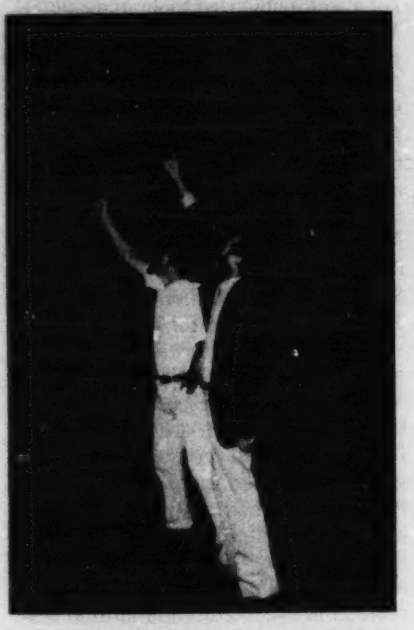
WHEN IT COMES to comet-viewings you can envy us fortunate few who are posted to the clear air of the mountain kingdom of Swaziland. Indeed, few places would seem as propitious and, although the local chamber of commerce had inexplicably neglected to lure swarms of tourists, some of us with a strong scientific bent booked the facilities of a local game park—an ideal site from which to view the heavenly spectacle.

We were, alas, frustrated. We had neglected to reckon with the upcoming coronation of Swaziland's crown prince. His Majesty, Mswati III, ascended the throne only two weeks after optimum Halley viewing time, and showers up to the day of the coronation testified in accordance with ancient Swazi belief in heaven's benediction on the happy event. Still, the day before our viewing was clear, allowing sedentary embassy hands to strain a muscle or risk tick fever on a mountain hike. But as soon as the sun went down, the drizzle followed. Our scientific expert with his expensive telescope was mute with frustration; the rest of us consoled ourselves with warthog stew, gin, board games and early bed.

Then, at 2 a.m. one of the hardier souls discovered that the drizzle had stopped. Flashlight in hand, he trotted from cabin to cabin, arousing sleepy parents who dragged out complaining children.

And there the comet was—clearly discernible ... to the right? Left? Of the Southern Cross? Ursa Major? At any rate our expert, who knew, carefully trained and focused his instrument. At last the rest of us saw it—a faint misty tailless cotton ball in the last stages of wispy dissolution. It was worth every discomfort, we assured our children, hoisting them to the eye piece one by one and badgering them for appropriate expressions of enthusiasm.

Let us hope that they prove grateful 76 years hence! ■



***Dave Richardson*, left, and *Terry C. Eakin* think they've pinned the tail on the comet.**

This could be the scene in Swaziland 76 years from now, when Halley's makes its next pass. From among the adults presently posted there, none will have survived, they fear.

Ask Dr. Dustin

Q. MIDDLE EAST

I read with interest your recent response to a question on the safety of intrauterine devices (IUDs). I am 37, married and have been using a copper IUD for several years without problems. For me, other forms of contraception are either inconvenient or have unacceptable side effects. Considering the risks of IUDs and my concerns about methods, do you think I am right in wanting to keep my IUD?

A.

I am faced with a dilemma on this. While IUDs have been almost completely removed from the market by their manufacturers in the United States, they continue to have U.S. Food and Drug Administration approval in regard to safety. However, because of their unavailability, our health units can't provide this form of contraception to new clients, or replace IUDs already in use. I do strongly believe that all who are using IUDs or any other form of contraception should be informed of the risks and benefits of the method, then be allowed to decide for themselves whether to continue. For IUDs, the major risk is pelvic infection and infertility. This risk is small in those using copper IUDs, especially women with stable, monogamous sexual relationships. I recommend that you discuss this risk versus the benefits of continued use with your regional medical officer. However, from what you describe, presuming that you have a stable marital situation, the continued use of an IUD would apear sensible. When and if IUDs become more widely available from U.S. manufacturers, we will adjust our policy accordingly.

Q. SOUTHEAST ASIA

Not too long ago, you answered a question concerning pregnant women and toxoplasmosis from cats. Now I read recently that dogs can spread strep throat, especially in children. Woe is me if I have to get rid of our "family friend" that is my three-year-old's constant companion!

A.

I'm happy to put your fears to rest; it's possible, but very unlikely, that your dog is the focus of strep infections. Pet-related illness is an interesting but not a well-publicized topic in medicine. You can get dozens of diseases from pets. Although most are very uncommon, these diseases range from the well-known, such as rabies and infected dog bites, to unusual conditions that may be difficult to diagnose and treat. Dogs can transmit various worms to people, as well as carry bacterial infections and a fungus that causes a skin rash known as ringworm. In addition to the toxoplasma infection you mention, cats are responsible for cat scratch fever, a bacterial infection producing swollen glands, which most often occur in children who have been scratched or bitten by a cat. Here are some steps to follow to reduce your small risk of getting an illness from pets: (1) Consult the local veterinarian (if one is available) for any illness or unusual behavior in your pet. (2) Be sure your animals are immunized, especially against rabies but other common animal diseases as well. Be informed about preventive measures against animal illness. (3) To protect small children from being bitten, don't leave them unsupervised around dogs. (4) Have a weaned puppy treated for worms twice, two weeks apart. (Pups and nursing bitches should be treated for worms at two, four, six and eight weeks after the pup's birth.) (5) Don't let your children play in areas where dogs and cats are allowed to roam freely, or where children come into contact with animal droppings. (6) Change the cat litter daily. Women who are pregnant should avoid this job. (7) Wear gloves when cleaning up animal droppings and wash hands afterward. (8) Don't let your pet eat wild prey, which may be infected with a contagious disease. (9) Remember that pet-owning carries a good deal of responsibility.

This column by Eben H. Dustin, M.D., chief of the Department's Office of Medical Services, appears monthly in STATE. Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the editor, or to Dr. Dustin directly. In either case, your privacy will be respected; your post will not be identified. □

Q. WESTERN EUROPE

As spring has sprung, I've started running more than has been my custom during the winter. Recently, I seem to be suffering from what my jogging friends call shin splints. Just what are these exactly and, more importantly, how do I get rid of them?

A.

Shin splints are leg pains, usually in the front of the lower leg (hence the name) caused by overuse of these muscles, and from running on hard surfaces. Shin splints are most common after you suddenly increase the distances you run. Besides being caused by extended use, shin splints seem to be aggravated by using the leg muscles that point the foot down, more than the muscles that bring the foot back up. The combination of stresses leads to inflammation, and possibly tiny tears in the leg muscles and the tendons that attach these muscles to bone. Treatment starts with rest, to avoid further damage from an intensive running program. Ice can be used initially, then moist heat on the painful area, and aspirin or other anti-inflammatory medicine. Once things have quieted down, you can gradually resume your running program, preferably on softer surfaces. You should also work on equal muscle development of the leg extensor and flexor muscles that move your feet up and down. I do think that it's wise to think of pain with running, or any exercise for that matter, as nature's way of telling you to slow down. If you do have further

problems, be sure that you consult with a competent local physician or the regional medical officer on his next visit to your post.

Q. SOUTH AFRICA

I'm really very angry that my recent request for emergency visitation travel to visit my brother, when he was seriously ill, was denied by you. I thought the regulations had been changed so that we could travel for siblings.

A.

In 1982 the emergency visitation travel regulations were changed to allow travel for the interment of a brother or sister. They have not been extended to include critical illness. However, should travel have commenced while your brother was still living and he died within 45 days, the trip would have been covered. Please peruse carefully the emergency visitation travel regulations concerning this (3 FAM 699.5–4e). □

Dr. Dustin's health hints

There have been some changes concerning malaria prophylaxis, and here are some directives from Dr. Martin Wolfe, my tropical disease consultant, on this issue.

On preventive treatment for travelers to chloroquine-resistant areas in Africa and Oceania: (1) Short-term travelers (three weeks or less) should follow one of these regimens: (a) Weekly chloroquine alone. (b) The use of proguanil (Paludrine), alone or in combination with chloroquine, has been suggested for travelers to East Africa by some European experts. The addition of Paludrine 200 mgs daily may possibly give some additive protection if combined with chloroquine, at no apparent recognized risk. Paludrine is unavailable in the United States and must be obtained abroad (as 100 mg tablets). (c) Weekly chloroquine plus a weekly tablet of Fansidar can be considered for high-risk individuals with no access to adequate medical care. (d) Vibramycine (doxycycline) 100 mgs daily. This drug has not had much evaluation. It may cause exaggerated sunburn reaction in some users, and cannot be used by pregnant women or children under 8. It could be used by those who cannot tolerate Fansidar, or where Fansidar resistance is widespread, such as Thailand.

On preventive treatment for travelers to chlorquine-resistant areas in China, southeast Asia and Latin America: In contrast to the travelers to Africa, travelers to China, southeast Asia and Latin America are at *low risk* of acquiring malaria. Malaria transmission in those areas is largely confined to the *rural areas* that are not visited by most travelers; furthermore, most travelers who visit rural areas do so only during daytime hours, when there is minimal risk of exposure.

No malaria preventive treatment is recommended for travelers who will visit only urban areas of China, southeast Asia and Latin America (except for certain urban areas of the interior Amazon River basin and urban coastal areas of Ecuador) *or who will have only daytime exposure in rural areas*. Such travelers should, however, be advised to observe general precautions to minimize mosquito contact, as outlined below, and to seek prompt medical attention in the event of an illness with fever, either during or after their trip.

On preventive treatment for travelers to the Indian subcontinent: Malaria transmission occurs in both *urban and rural* areas of Bangladesh, India, Pakistan and Sri Lanka. Travelers to these areas must be considered at risk of acquiring malaria; however, the risk of acquiring cholorquine-resistant plasmodium falciparum is very low, and is confined to the areas not usually frequented by tourists. Chloroquine preventive treatment alone is, therefore, recommended for travelers to the Indian subcontinent. Again, travelers should be advised to observe general precautions to minimize mosquito contact, and to seek prompt medical attention in the event of an illness during or after their trip.

On personal protection measures: Because of the nocturnal feeding habits of the *Anopheles* mosquitos, malaria transmission occurs primarily between dusk and dawn. Travelers must be advised of the importance of measures to reduce contact with mosquitos during those hours. Such measures include remaining in well-screened areas, using mosquito nets and wearing clothing that covers most of the body. Additionally, travelers should be advised to purchase insect repellant before travel, to use on any exposed areas of the skin. The most effective repellent is N,N diethylmetatoluamide (deet), an ingredient in many commercially available insect repellants. Travelers should also be advised to purchase a pyrethrum containing flying insect spray, to use in living and sleeping areas during evening and nighttime hours. □

Alcohol Awareness P. ogram

Beauty and alcohol: an oxymoron

The following is reprinted here, with permission, from the pamphlet "A Health and Fitness Guide to Alcohol," published by the Alcoholism Council of Greater New York.

What does alcohol have to do with the way you look?

Aside from its effect on weight, alcohol not only affects your beautiful body—but your beautiful face, as well.

Consider your hair, eyes, and skin the mirrors of your general well-being.

Because it interferes with your body's ability to make protein, too much alcohol can actually change the look and feel of your hair. As for your eyes, they may look glassy, bloodshot and sunken after too little sleep and too much to drink. Dehydration makes them feel dry and irritated, too.

What's more, when you don't have enough sleep, your skin looks dull.

Why?

During sleep, your skin exfoliates—shedding the day's dead cells. If you don't give it adequate resting time, the shedding process may be

incomplete.

Alcohol is also a vasodilator—it opens up your blood vessels, making your face feel warm and look red, or blotchy. The dilation can not only aggravate skin conditions you may already have—including acne and seborrhea—it can actually increase your skin's production of oil and fat.

Remember the cliché of the cartoon drunk with his bulbous red nose?

There was truth in the caricature; rhinophyma is the advanced form of the above condition, when oil and fat production are so accelerated that the nose actually becomes distorted and misshapen.

Can drinking age your skin?

Because alcohol is a diuretic, it can actually rob your skin of fluid.

Contrary to popular claims, however, skin creams and lotions can't replace lost moisture. They can only help retain what's already there.

If your skin becomes dehydrated from drinking, there is only one way to replenish what you've lost: by drinking plenty of water.

The best way to preserve your skin's health and beauty is to avoid extremes of any kind: whether it's too much food, too much sun, *or* too much alcohol.

Copies of the pamphlet are available from the Alcoholism Council of Greater New York, 133 E. 62nd Street, New York, N.Y. 10021. In the meantime, if you think you have a problem with alcohol, get in touch with the Alcohol Awareness Program, Department of State, 647-1843 or 647-8804. Regulations require that all contacts with the program be handled on the basis of medical confidentiality. □

What breast-feeding mothers should avoid

(From the Harvard Medical Newsletter, via the Foreign Service Medical Bulletin)

Listed below are certain drugs that are in common use and have been found to enter breast milk. The list is not intended to be comprehensive. It gives some examples and should remind the reader to consult her medical care providers before taking any medication while breast-feeding her infant.

Caffeine: Although only small amounts pass into breast milk, caffeine is a potential cause of irritability and wakefulness.

Alcohol: Milk levels are approximately the same as simultaneous blood levels. Alcohol should be used with caution during the period of breast-feeding.

Opiates (morphine, codeine, Demerol): Can transfer into breast milk. Breast-feeding should be avoided for 3–4 hours after a dose is taken.

Aspirin: May inhibit the blood-clotting activity in the infant. Breast-feeding should be avoided for one hour after a dose.

Benzodiazepines: Pass into breast milk and may accumulate in infants. Avoid these medications if breast-feeding.

Barbiturates: Pass into breast milk and may cause sedation.

Acetaminophen: Small amounts are excreted into breast milk but appear to be harmless.

Theobromine: Contained in high amounts in chocolate and is invariably excreted into breast milk. Can produce irritability in sensitive infants.

Antihistamines, decongestants and bronchodilators: Many of these products used for colds or asthma have been associated with crying, poor sleeping and irritability when given to infants.

Cough syrups with iodine: May affect the thyroid function in infants and should be avoided.

Antibiotics: All antibiotics transfer into breast milk. They may induce alteration of the normal bacterial contents of the baby's large intestine.

Marijuana: The active ingredient is concentrated in the breast milk and presumably affects the infant's level of alertness.

Amphetamines and cocaine: Not generally recommended at any age. May cause poor sleeping and irritability in infants receiving them in breast milk.

Nicotine: Nicotine passed in breast milk may produce vomiting, diarrhea, rapid heart rate and restlessness.

Cimetidine (Tagamet): May suppress stomach acidity in the infants and may also cause irritability and restlessness. Use should be avoided if breast-feeding.

Ergotamine: When taken for migraine by the mother, sufficient quantities may be passed to the infant to cause vomiting, diarrhea or convulsions.

It is never a good idea to start or stop a drug without consulting a doctor. During pregnancy and nursing, there are two "patients" to be considered whenever a drug is used and advice is doubly valuable.

Addendum (from State's Office of Medical Services): Of very special interest to Foreign Service personel is the use of chloroquine (Aralen). Some amount of chloroquine is excreted in breast milk; however, not enough to protect the baby from malaria. Nursing mothers in malaria areas are to keep in close contact with their health units as to how much additional suppression is needed for their nursing infants. ■

Smart move.

Take stock in America. Buy U.S. Savings Bonds.

Grievance Actions

Grievant wins in shipment weight case

(G–007(5))—The grievant, a new employee en route to his first post, married just prior to departure. He arranged for two air shipments from different states, where he and his wife's personal effects had been located. His shipment weight allowance was increased because of the marriage, but since new allowances were then going into effect with different effective dates, he mistakenly believed he was entitled to the new higher rate, when he had shipped before the cutoff date. Arriving at post, he received notification of overweight on the two air shipments, and responded by asking that certain items be diverted to sea freight and asking the agency for the total net weight of the air and sea shipments. The latter request received no response.

Two and a half years later, he was billed for the excess. He objected, stating that, had his request been answered, he would have stored sufficient weight in the United States to bring himself under the prescribed limits. The grievance board found the agency's failure to reply to his request central to his being able to make the proper decision on shipments, at a time before he was committed to the overweight, and that therefore the agency should bear the excess transportation charge. □

Rover loses claim for hardship pay

(G–008(5))—The grievant was an employee with duties as a rover specialist, while based at one central post in a region. He grieved against a regulation which requires a 42-day waiting period before a post hardship differential can be paid. He contended that this regulation was inequitable and discriminatory against rover personnel, who spend their entire tour on the road, while post differential may be paid to employees recruited locally from the date of entrance on duty.

The agency did not deny the grievance on its merits, but contended that it was a matter not grievable within the statutory definition of grievable subjects. It suggested that, if inequity does exist in this area, the grievant might wish to consider working to have it corrected through the employee bargaining representative.

The board agreed, adding that the relief requested—a revision of standardized regulations based on the perception of unfairness in their content—is beyond the powers of the grievance board. □

Skill code ruling is upheld

(G–021(4))—The grievant complained of his failure to receive a skill code change from a panel, despite an earlier suggestion from the personnel office that it might be to his advantage to seek one. The evidence showed that, in nearly 20 years of service, he had changed skill codes once before, as he now sought to do again, but that he had asked for and obtained a number of generalist assignments, which had not clearly fallen within the pattern of a particular skill code or occupational cone.

The grievance board referred to that section of the Foreign Service Act which excludes from board consideration the judgment of a body, established by laws or regulations, which evaluates performance on a comparative basis, and it found no evidence that the panel's procedures were contrary to law or regulation. Accordingly, the board declined to overturn the panel's decision. □

The articles in this section are summaries of Foreign Service Grievance Board decisions, in cases brought by employees of State, AID and USIA. The board, in issuing the summaries, has taken care to protect the identity of grievants. For example, the employing agency and overseas posts are not identified except where sense demands it. Also, as rule, only the masculine pronoun is used. The numbers are sequential, assigned to each case as it was received by the board. Headlines are by the STATE *editorial staff.*

Promotion again denied as boards reconvene

(G–030(4))—The grievant complained of his failure to receive promotion over a three-selection board period or a limited career extension from the last board. Prior to this period, a special review board had recommended that a certain inspector's evaluation report be removed from his personnel file, but this was not done. He complained of the prejudice resulting from the presence of that flawed report in his file for the three years, as well as the absence of two awards from his file.

The grievance board dismissed his contention as to the two awards: one because it dated back a number of years and he had had ample opportunity to note its absence and to seek its inclusion, and the second because, again, he could have actively sought its placement in his file. However, the board found that the retention of the flawed inspector's report in his file was a substantial error, which may well have contributed to his failure to receive a promotion or a limited career extension. Under the procedural rule established by the District Court case, *Reiner v. the United States*, the board found that the burden shifted to the agency to show that, even in the presence of this error on its part, the grievant would not have been promoted, or received the extension for the three years in question.

The agency then proceeded by reconstituting selection boards for the three years in question, which compared the grievant's file, with the objectionable material removed, with those of representative officers of his class who ranked as the last names on the list of those who were promoted in the year in question. For each year the reconstituted boards ranked the grievant below the last officers promoted, and the third one specifically declined to recommend him for a limited career extension. In a second and supplemental decision, the grievance board found

that the agency had met its burden of showing that, even in the absence of the error, the grievant would not have been promoted and would not have received a limited career extension. It accordingly denied his request for either. □

Employee resists shift, is suspended

G–041(4)—While the grievant's supervisor was absent because of illness, a vacancy arose in another section of the post in a position normally filled by someone three grades junior to the grievant. The agency suggested to post that the grievant temporarily be detailed to this vacant position, pending dispatch of the replacement.

The grievant on several occasions resisted the detail, although he was ordered to report to the designated office in writing by various senior officers. The post finally asked the agency for guidance. The agency replied by suggesting disciplinary action in the form of a suspension. This was eventually ordered and the grievant appealed this disciplinary measure through the grievance procedure.

The board found the suspension justified and dismissed the grievance. □

Home service transfer allowance is questioned

(G–056(4))—The grievant contested the agency's disallowance of certain claims for expenses incident to his transfer from post back to Washington. The questions presented were whether the applicable home service transfer allowance rate is the maximum per diem rate of $50, and whether the cost of auto rental for family use is reimbursable under the miscellaneous expense portion of the allowance.

On the first issue, the board distinguished actual subsistance rates under domestic travel regulations, which may vary in different parts of the United States, from those authorized by the Standardized Regulations for the home service transfer allowance which is not an allowance for travel but rather one for settling in after travel homeward has been accomplished. The board held that the $50 maximum daily rate applies under the allowance. The board further held that the grievant was not entitled to be compensated for auto rental for personal use during the period his own car was in transit back from his post, distinguishing this form use for official business. □

Evaluation report is late, but promotion is denied

(G–062(4))—The grievant charged that the omission of a review statement from his employee evaluation report (EER) and the late submission of that report to the selection board adversely affected his chance for promotion that year. As remedy, he requested promotion to the next higher grade.

The agency acknowledged that the report was late, but said it still arrived 17 days before the board completed its review of the officers in the grievant's competition group. Thus, the agency concluded, the board had sufficient time to evaluate and compete the grievant with his peers. The agency also acknowledged the absence of a review statement, but held that this did not substantially harm the grievant. The agency pointed out that selection boards' review of an officer's performance file covers a five-year span, and submitted that the review statement in question constituted only a small part of the EERs considered.

For the rating year in question, the grievant was mid-ranked. The agency explained that the selection board reviewed more than 250 officers in the grievant's competition group and recommended only 25% for promotion. Of those recommended, barely half were actually reached for promotion. The agency maintained that the premise that one such review statement, out of a total of five years of evaluative material, would have lifted the grievant from mid-rank to among those actually reached for promotion, was unconvincing. The agency added that, the foregoing notwithstanding, the absence of the review statement did constitute a flaw to be remedied by an in-grade step increase, retroactive to the end of the subject rating year.

The board decided from the evidence in the record that the agency's errors in the preparation and submission of the grieved EER were not a substantial factor in the grievant's failure to be advanced. It denied the request for promotion, but endorsed the agency's offer of an in-grade step increase. □

Board criticizes 'half-truths'

(G–089(4))—The grievant, an untenured career candidate, grieved a particular six-month evaluation, citing a complex set of circumstances then obtaining at the post with respect to his job assignment and the attitude toward him of his then supervising and rating officer. The grievance board, in a detailed analysis of the factual situation as presented by both the grievant and the agency, concluded that the report in question was inaccurate, incomplete and falsely prejudicial, and that it should be removed, and that the grievant's time-limited appointment should be extended by one year, to compensate for the time during which the contested evaluation report remained in the grievant's performance file and was reviewed by a commissioning and tenure board.

In arriving at this conclusion, the board noted that, to be falsely prejudicial, a report does not necessarily have to include manifestly and intentionally false statements which prejudice the rated employee; problems arise when the report contains half-truths and insinuations, where credits for good qualities are grudgingly given and heavily larded with words of limitation. Credit should be given for the time situation, the board said, and for improvement shown over time. Nor should lack of self-confidence be highlighted, when it appeared that the rating officer was largely responsible for such lack of confidence, it added. In short, the board said it considered the entire work atmosphere. ■

Schedule of courses at Foreign Service Institute

Program	*Aug.*	*Sept.*	*Oct.*	*Length of course*
Area studies				
Africa, sub-Sahara	11	—	6	2 weeks
Canada	—	—	27	1 week
East Asia	11	—	—	2 weeks
Latin America	11	—	6	2 weeks
Near East and North Africa	11	—	6	2 weeks
People's Republic of China	—	—	20	2 weeks
South Asia	11	—	—	2 weeks
Southeast Asia	11	—	6	2 weeks
USSR/eastern Europe	11	—	6	2 weeks
Western Europe	11	—	6	2 weeks
Language and advanced area courses				
Afrikaans	25	—	—	24 weeks
Amharic	25	—	—	24/44 weeks
Arabic (Egyptian)	25	—	—	24/44 weeks
Arabic (modern standard)	25	—	—	24/44 weeks
Arabic (western)	25	—	—	24/44 weeks
Arabic (modern standard)(advanced in Tunis)	4	—	—	12/15 mos.
Bengali	25	—	—	24/44 weeks
Bulgarian	25	—	—	24/44 weeks
Burmese	25	—	—	24/44 weeks
Chinese (standard)	25	—	—	24/44 weeks
Czech	25	—	—	24/44 weeks
Danish	25	—	—	24 weeks
Dari (Afghan Persian)	25	—	—	24/44 weeks
Dutch	25	—	—	24 weeks
Finnish	25	—	—	24/44 weeks
French	25	22	20	20 weeks
German	25	—	20	20 weeks
Greek	25	—	—	24/44 weeks
Hebrew	25	—	—	24/44 weeks
Hindi	25	—	—	24/44 weeks
Hungarian	25	—	—	24/44 weeks
Indonesian	25	—	—	32 weeks
Italian	25	—	20	20 weeks
Japanese	25	—	—	24/44 weeks
Japanese (advanced in Yokohama)	4	—	—	12/15 mos.
Korean	25	—	—	24/44 weeks
Korean (advanced in Seoul)	25	—	—	44 weeks
Lao	25	—	—	24/44 weeks
Malay	25	—	—	32 weeks
Norwegian	25	—	—	24 weeks
Pilipino (Tagalog)	25	—	—	24/44 weeks
Polish	25	—	—	24/44 weeks
Portuguese	25	—	20	24 weeks
Romanian	25	—	—	24 weeks
Russian	25	—	—	24/44 weeks
Serbo-Croatian	25	—	—	24/44 weeks
Spanish	25	22	20	20 weeks
Swahili	25	—	—	24 weeks
Swedish	25	—	—	24 weeks
Thai	25	—	—	24/44 weeks
Turkish	25	—	—	24/44 weeks
Urdu	25	—	—	24/44 weeks
Early morning language classes				
Arabic (mod. standard)	—	—	6	17 weeks
Chinese (standard)	—	—	6	17 weeks
French	—	—	6	17 weeks
German	—	—	6	17 weeks
Italian	—	—	6	17 weeks

—(Continued on next page)

Courses are offered to State's people

The Graduate School, Department of Agriculture, which also serves State's and other U.S. employees, has scheduled courses in communications, editing and personnel work, as well as a three-day retirement planning seminar:

—*Communications workshops*— Speedreading, Tuesday and Thursday, 9 a.m.–noon, July 8–31; October 14–November 6; next April 7–30; for those who want to "double or triple" their reading speed while improving comprehension, retention and recall. Report writing, Monday, Wednesday and Friday, 9 a.m.–noon, September 21–October 7; October 15–31; February 23–March 11, 1987. Effective listening, 9 a.m.–4 p.m., July 9; September 22; January 21; next April 7 and July 21.

—*Editing workshop*—Tuesday and Thursday, July 8–31, 1 to 4 p.m.; September 16–October 9; and November 18–December 16, 9 a.m.–12 noon. The workshop is for secretaries and administrative assistants.

—*Personnel workshops*— Basic employee development and training, Monday to Friday, 9 to noon, July 21–25; September 15–19; February 9–13 and next July 13–17; an introduction to the roles, functions and responsibilities of employee development personnel in the Government. Basic employee and labor relations, Monday to Friday, 9 a.m.–4 p.m., September 15–19; December 1–5; next April 20–24. →

Secretaries as managers

The Foreign Service Institute is offering a management skills seminar for secretaries, at the Westpark Hotel in Rosslyn, July 16–18, 9 a.m.–5 p.m. The course will also cover human relations and career objectives. Foreign Service and Civil Service secretaries starting at GS-7 and the equivalents are eligible. For information, call 235-9404 or your bureau training officer. □

—*Retirement planning*—The sessions will be held 9 a.m.–4 p.m., August 6–8; November 19–21; March 4–6, June 3–5 and September 2–4, 1987. The seminar will discuss such topics as personal attitudes and adjustments in retirement, Civil Service annuity benefits, financial planning, social security system benefits, and health and social aspects of retirement. □

'Tips on Traveling': see the videotape

A "Tips on Traveling" videotape has been produced by the Department's Bureau of Diplomatic Security, the Overseas Briefing Center and the Family Liaison Office. It gives pointers on preparations before departure, precautions to take at the airport and behavior in the event of an incident.

Other tapes in the series are "Living With the Threat of Terrorism," "Managing Children During a Crisis" and "Managing Before, During and After a Crisis." All the tapes are available for viewing at overseas posts and at the Foreign Service Institute. □

Economics course

The Foreign Service Institute is offering a 5-week course, "Contemporary Economics and Quantitative Analysis," July 14–August 15, from 9 a.m. to 4 p.m. It will cover basic economic theory, international economics and elementary statistics, with applications to the policy process. Employees in grades FO–1 through 4, GS–11 through 15 and FP–1 through 4 are eligible. For information call 235-8794. ■

International radio panel to meet

Study Group 4 of the U.S. Organization for the International Radio Consultative Committee will meet on July 3 in the first-floor theater, Communications Satellite Corp., 950 L'Enfant Plaza, Washington, at 9:30 a.m. The group deals with matters relating to systems of radio communications for the fixed service using satellites. □

—(Continued from preceding page)

Program	Aug.	Sept.	Oct.	Length of course
Portuguese	—	—	6	17 weeks
Russian	—	—	6	17 weeks
Spanish	—	—	6	17 weeks
Administrative training				
Administrative functional intensive	4	—	—	4 weeks
Budget and financial management	4	2	6,27	38 days
General services operations	18	8,29	20	35 days
Personnel training	18	8,29	20	25 days
**Coping with violence abroad	4,11, 18,25	2,15, 22,29	6,14 20	1 day
**This course used to be available on a walk-in basis. You must now preregister.				
Economic and commercial training				
Orientation to overseas economic function	4	—	—	2 weeks
Information resources management				
Information systems studies program	—	2	—	22 weeks
Consular training	Pre-registration required for:			
ConGenRosslyn basic consular course	Continuous enrollment: 26 days			
Consular orientation program	Continuous enrollment: 6 days			
Immigration law and visa operations	*Correspondence course			
Nationality law and consular procedure	*Correspondence course			
Overseas citizens services	*Correspondence course			
Passport examiners	*Correspondence course			
Executive development				
*Deputy chiefs of mission	1	—	—	2 weeks
Inspectors' management training	—	15	—	5 days
Inspectors' training seminar	—	2,4	—	2 days
Program directors' management seminar	—	—	22	3 days
Supervisory studies seminar	—	—	15	5 days
Washington trade craft	18	22	—	2 weeks
*By invitation only				
Political training				
Executive-congressional relations	—	—	6	1 week
Foreign affairs interdepartmental seminar	—	15	—	2 weeks
*Political trade craft	—	2	—	3 weeks
*For assigned State Dept. officers only				
Orientation				
Orientation for Foreign Service officers	—	22	—	9 weeks
Orientation for Department officers	4	29	27	2 days
Orientation for Foreign Service personnel	4	29	27	1 week
Department clerical orientation	4	15	6	7 days
Foreign Service secretarial training	25	—	20	7 days
Foreign Service secretarial refresher/re-entry	Schedule arranged			Individual
First-time ambassador's secretary's briefing	Schedule arranged			Individual
Communication skills				
Career development seminar (GS-6 and below)	—	23	—	5 days
Management seminar on EEO	—	19	—	1 day
Clerical skills				
Department correspondence	Schedule arranged			Individual
Managing words (word processing trn.)	Schedule arranged			Individual
OCR telegram preparation workshop	Schedule arranged			Individual
Preparation of travel vouchers	Schedule arranged			Individual
Workshop for speed and accuracy	—	—	6	30 hrs.
Workshops for managers				
Effective oral communication for managers	—	29	—	18 hrs.
Effective writing for managers	—	—	7	24 hrs.
Notetaking for managers	Schedule arranged			(Ind., on request) ■

Diplo-Crostic No. 37

BY CAROL BECKER
Department of State Historical Office

DIRECTIONS

To solve this puzzle, write the *words* that you can guess from the *definitions* in the numbered blanks provided, and then transfer the letters to the corresponding numbered squares in the diagram. Working back and forth, a quotation will appear in the diagram reading left to right. When all the *words* have been filled in, the author and title of the book from which the quote was taken will appear as the first letter of each *word* reading down. The solution will be published in next month's STATE magazine. (Ms. Becker's "Diplo-Crostic No. 36" appeared in the April issue; the solution was in the May STATE.)

1O	2E	3P	4D	5A	6J	7I	8M		9C	10R	11M	12V	13F	14D	15U		16S	17B	18D
19T	20N	21J	22F	23W	24P		25C	26A	27H		28C	29L	30V	31D		32H	33J	34M	35X
36S	37K		38G	39O	40L	41F		42V	43P	44A		45U	46Y	47T	48Q	49W		50A	51C
52L		53J	54F	55P	56E	57R	58Y		59B	60K	61G		62D	63T	64V		65S		66E
67R	68B		69Z	70P	71Q	72D	73J	74C		75E	76X	77T		78Z		79I	80D	81B	82M
	83J	84U		85X	86W	87J		88Y	89H		90C	91E		92R	93M	94K	95U	96V	97E
98F	99C		100U	101I		102O	103V	104Y	105E	106I		107O		108K	109Z	110E	111P	112M	
113S	114M	115S	116J		117I	118D	119Q	120M	121P		122P	123J	124E	125I	126U	127Q	128M	129T	130N
	131Z	132F	133Y		134M	135I	136P	137K	138A		139G	140N	141V		142R	143F	144C		145U
146V	147N	148J	149Z	150H	151D	152A	153S	154X	155G	156O	157I	158W		159W	160Z	161G	162N	163L	
164U	165D	166Y	167K	168C	169P		170V	171A	172W	173X	174B		175Q	176D	177P	178W		179F	180V
181W	182T		183O	184S	185H	186O		187W	188G	189M	190Y	191P	192I	193V		194V	195H	196F	197Y
198I	199X	200H	201G		202T		203Y	204K	205O	206T	207P	208M	209G	210N	211I		212L	213D	214H
215K	216Z		217Y	218B	219P	220Q	221Z	222W	223N	224A		225W	226Y	227R	228O	229P	230N	231J	232A

DEFINITIONS — **WORDS**

A. Daughter to Brabantio
138 5 44 232 224 50 171 26 152

B. "Tis an ____ thing to play with souls" *(Browning)*
218 68 81 59 92 17 174

C. A gentleman of Verona
9 25 74 51 99 28 90 168 144

D. Language family that includes German, Slavic, and Iranian
18 4 31 185 14 118 151 72 213 176
80 62

E. Brother to Malcolm
56 110 91 2 66 75 124 97 105

F. A people of South Africa
143 98 13 41 54 132 22 196 179

G. With WORD M, story of Helena and Bertram
155 188 201 61 38 209 139 161

H. Horticultural foundation in Delaware
200 185 89 150 32 214 195 27

I. Surname of Henry IV
117 135 79 7 192 106 198 125 101 211
157

J. Year Ohio joined the Union
21 33 6 123 83 148 231 53 116 87
73

K. Friend to Celia
215 204 108 90 137 167 37 94

L. "I like that ancient ____ phrase which calls the burial ground God's Acre" *(Longfellow)*
212 40 163 29 52

M. See WORD G
128 114 189 112 82 208 93 11 134 8
34 120

DEFINITIONS — **WORDS**

N. Officially vouch for
162 210 20 130 140 147 223 230

O. General to Duncan
186 107 1 102 228 156 39

P. Metaphor for colorful noisy confusion
121 207 219 177 55 3 191 24 169 122
43 111 70 136 229

Q. Narrator of 1884 novel
71 205 127 175 183 119 220 48

R. What to do with arugola or radicchio
57 67 142 10 227

S. A fitting that allows connection between dissimilar equipment
115 153 65 16 113 36 184

T. Verona family
182 83 19 77 202 206 47 129

U. Susceptible to acoustic stimulation
126 145 15 95 100 84 164 45

V. Story of Viola and Sebastian
96 170 103 30 194 64 180 146 12 193
42 141

W. First course in Chinatown
181 222 49 225 159 86 187 158 23 172
178

X. Attendant to Hero
76 85 35 154 173 199

Y. Suburb of San Francisco
203 226 133 166 46 88 58 217 104 197
190

Z. Autonomous
89 160 109 78 149 131 216 221

Disciplined Writing and Career Development

Junk all those jerry-built sentences

'A good sentence ... is the product of design'

BY MORTIMER D. GOLDSTEIN

A SENTENCE should accurately communicate a grammatically self-sufficient unified idea. It may reflect a flash of inspiration, or convey a brilliant thought, or contain a witty phrase, or employ an illuminating figure of speech. But whatever its origins, content or style may be, a sentence will probably not serve its purpose unless, when finished, it represents the deliberation of the writer. A good sentence, in other words, is the product of design.

Mr. Goldstein

As I wrote in last November's installment, the first and critical step in good sentence design is the selection of an independent subject-verb combination to serve as a foundation. The clearer and more direct the relationship between the subject and the main verb, the more secure will be the structure and the meaning of the sentence.

With a firm subject-verb foundation, you have a choice of the way to proceed. The usual way is to start out with the main thought and follow with secondary ideas and explanations; the alternative is to reverse that order, leaving the main idea to provide the final punch of the sentence. The main-idea-first statement is known as the loose sentence; the main-idea-last statement is known as the periodic sentence.

Note that the word "loose" isn't meant to be derogatory. In fact, the loose sentence may be regarded as the more natural form of English expression.

This is the 16th installment in this series by Mr. Goldstein, a retired member of the Policy Planning Staff.

The loose sentence

Consider this loose sentence, taken from an imagined press release:

> The President announced his long-awaited counter-inflationary program during this morning's regular White House press conference, where he was accompanied by the Secretary of the Treasury and the chairman of the Council of Economic Advisers.

The sentence begins with its real subject closely followed by its

real verb, then by the object and an accumulation of related details. The sentence is so constructed that it would be possible to end it with grammatical propriety at several intermediate points—after the words "program," "conference" or "Treasury."

You generally use the loose sentence in relaxed speech and casual writing. If a sentence of that kind is constructed with a little care, it should be easy to understand. However, it may provide little emphasis or tension. When you speak, you can supply those elements by tone of voice, tempo, gestures and the like. But when you write, such devices aren't available to you, and loose sentences on paper may seem dull and flaccid.

Though you use the loose sentence for much of your writing, you must guard against its pitfalls. The loose sentence seems so easy to construct that the cumulative process may get out of hand and make the sentence too long for comfort. And as Strunk and White's ever-popular "The Elements of Style" points out, a succession of loose sentences, especially those consisting of two coordinate clauses, may become monotonous and sing-song.

A loose sentence containing a series may be ambiguous when it ends in a modifying phrase. Thus:

> The U.S. economy is being stimulated by the depreciation of the dollar against other currencies, the decline in U.S. interest rates and the sharp fall in the prices of petroleum products in many states.

The significance of "in many states" is unclear. If the phrase is intended to modify all three elements in the sentence, it should start the sentence; if it's supposed to modify just the last one, it belongs after "and." The sentence would read: "... and, in many states, the sharp fall in the prices of petroleum products."

You also need to beware of the loose sentence that ends in a long modifier, as in this example:

> We should send the text of the report to each of our NATO partners after the White House clearance and before release to the press.

That sentence seems to fade out after the main clause. You can make the sentence more forceful if you put the emphasis where it often is most effective, at the end of a sentence. Note the change when the modifiers precede the main clause: "After White House clearance of the report and before its release to the press, we should send..."

The periodic sentence

The periodic sentence can be illustrated by revising the example

of the loose sentence shown earlier:

> During this morning's regular White House press conference, the President, accompanied by the Secretary of the Treasury and the chairman of the Council of Economic Advisers, announced his long-awaited counter-inflationary program.

In the revised example, the two characteristics of the periodic sentence are clear: the main idea is revealed at its end rather than its beginning, and the sentence can't be stopped before its end without losing its grammatical integrity.

Since the meaning of the periodic sentence isn't revealed at the outset, it keeps the reader in suspense and is likely to be more interesting than the loose sentence. On the other hand, if it becomes complicated as well as suspenseful, its full meaning may be hard to grasp.

As you no doubt now appreciate, the periodic sentence, particularly if it's frequently used, may strike the reader as formal, even artificial or contrived. That's not the impression you want to create. So, though you need the variety, emphasis and interest that periodic sentences can provide, you should use them with restraint and review them with a sharp eye. You may fall in love with the intriguing possibilities of periodic construction—especially intricate periodic construction. But resist. The loose sentence is the staple of intelligible English, and a writer who seeks quick comprehension will use it most of the time.

Periodic sentence: other qualities

Variety, emphasis and interest aren't the only qualities available in the periodic sentence. It may also be used to improve the linkage, flow and clarity of a loose sentence.

- First, you can rearrange a loose sentence to improve its linkage:

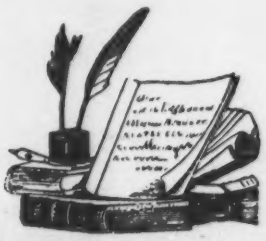
> We expect our allies eventually to concur in the proposed reallocation of the expenses of the headquarters notwithstanding the foregoing arguments.

Since the final phrase is pointing to the preceding substance (not shown here), you could provide a better linkage in this revision: "Notwithstanding the foregoing arguments, we expect our allies eventually to concur. . ."

- Next, you can eliminate an awkward construction caused by a long prepositional phrase in mid-sentence:

> The negotiators were confronted by a demand from the representatives of the producing countries in the closing days of the conference for an increase in the guaranteed price.

You can smooth out the flow by moving the awkward phrase forward: "In the closing days of the



conference, the negotiators were confronted by a demand from representatives. . ."

- The following loose sentence contains a "not . . . because" construction that's often ambiguous.

> He did not welcome the assignment because of family considerations.

The writer probably intended to say what is more clearly conveyed by this statement: "Because of family considerations, he did not welcome the assignment." It's conceivable, however, that the writer meant: "He welcomed the assignment, though not because of family considerations (but for other reasons)."

- In the next example, adding two ideas to the main clause creates an ambiguity that perhaps can be dispelled on second reading. But as you know by now, a good writer doesn't require his reader to read twice.

> George Roberts announced his retirement after having served in XYZ for 29 years to the regret of his colleagues around the world.

Did Roberts' colleagues regret his retirement or his long service? A periodic arrangement, by separating the sources of confusion, would clarify the meaning. Thus. "To the regret of his colleagues around the world, George Roberts announced his retirement after having served. . ."

A warning

A latent hazard in composing a periodic sentence is the "dangling modifier." The reader subconsciously tends to attach a modifier to the nearest substantive word. When a modifier precedes what it modifies—and that often happens in a periodic sentence—you must be sure that the target of the modifer is unmistakable. Otherwise you may appear absurd or mislead your reader. Two examples:

> *Dangling:* Though concentrating on the tensions of the Middle East, problems in other areas have not been neglected. *Corrected:* Though concentrating on the tensions of the Middle East, the seminar has not neglected problems in other areas. *Or:* The seminar, though concentrating on the tensions of the Middle East, has not neglected problems in other areas.

The seminar, not the problems, did the concentrating.

> *Dangling:* To benefit from the lessons in these articles, they must be applied on the job. *Corrected:* To benefit from the lessons in these articles, readers must apply them on the job. *Or:* to provide genuine benefit, the lessons in these articles must be applied on the job.

The first correction shows that the benefit goes to the readers. The alternative shows that the benefit comes from the lessons. The original statement confuses the relationship; either of the alternatives clarifies it.

NEXT: Overcompression. ■

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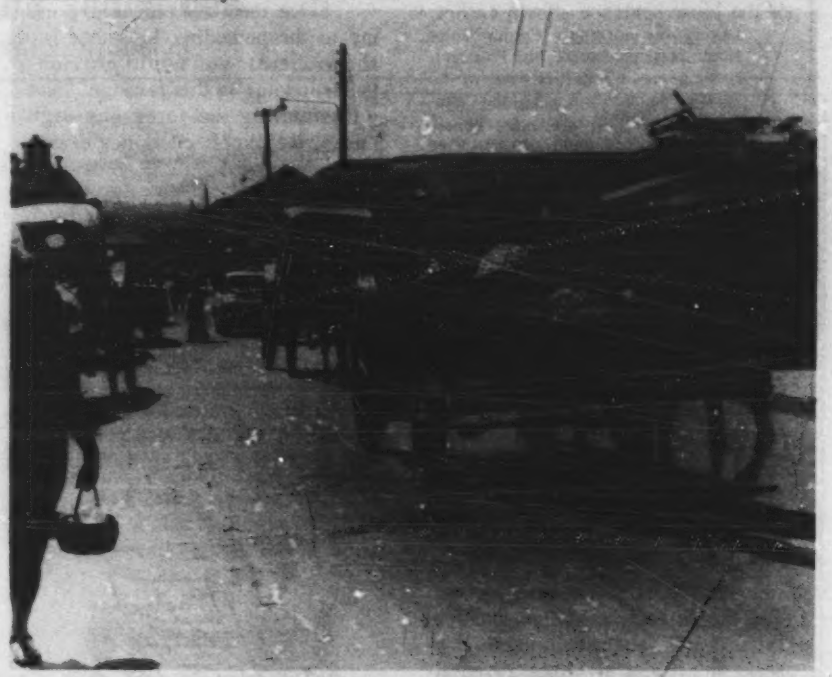
Post of the Month: Managua

THIS CAPITAL CITY is in western Nicaragua, the Central American country bordered by Honduras on the north and Costa Rica on the south. Foreign Service employees there and their families are featured here as part of STATE's continuing series.

A street in historic Masaya.



Mural on telephone building depicts facets of the revolution.

Receptionist *Jennifer Downs*.

Deputy chief of mission *Stephen R. Gibson* with Marine security guard *Ronald Biggs*.

Vendors at market in León.

Communications officers *Larry Boes*, *Jim Rousseau*, center, and *Bob Cumming*, right.

Inside ruins of the Managua Cathedral, from left: political officer *T.J. Rose*, general services officer *Bill McIlhenny*, vice consul *Gary Grappo*, political counselor *Garett Sweany*.

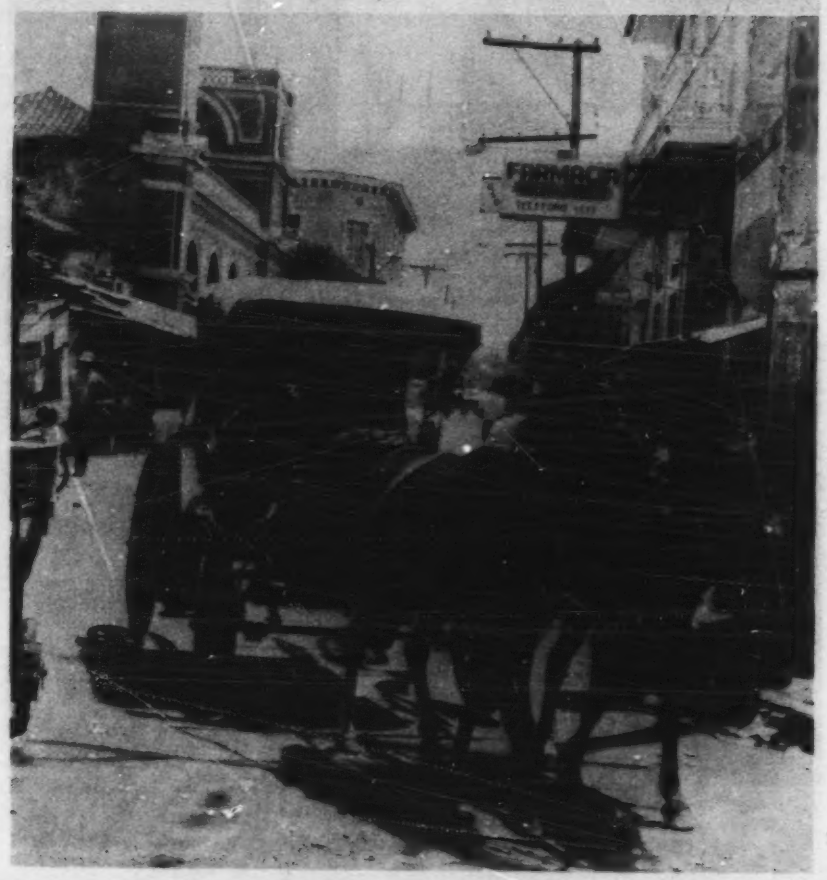
San Jeronimo Church, in Masaya.

General services officer *Buddy Williams* and wife *Suzana*, after a dive at Lake Apoyo.

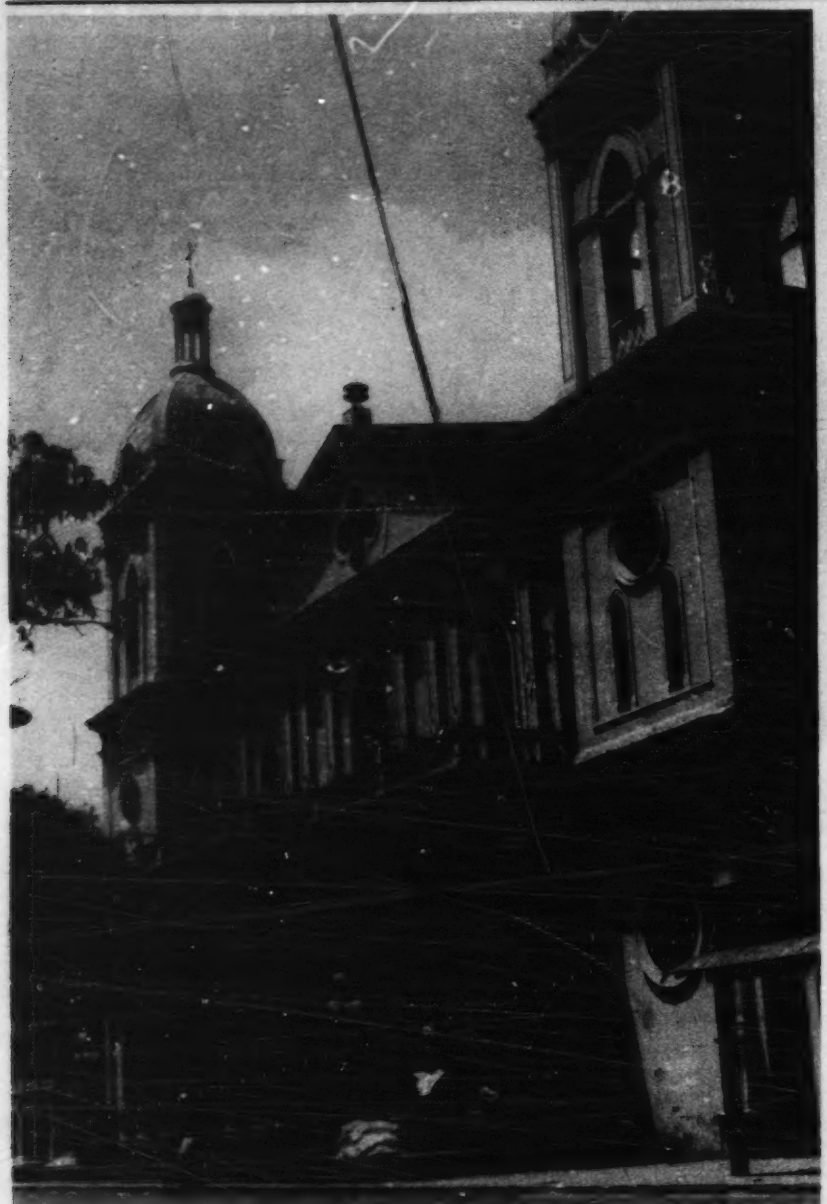
A street in Granada, the country's largest city.

Becky Grappo and daughter Michelle.

Foreign Service national *Lucy Rizo*, head of the budget and fiscal office.



A common form of transportation in Granada, the largest city in Nicaragua.



A 19th-century government building in Granada.

Ambassador *Harry Bergold*, left, with embassy officer *Janet Crist*, right, and *Gordon Sumner*, special adviser to the assistant secretary for inter-American affairs.

Ruins of the Managua Cathedral, which was destroyed by an earthquake in 1972.

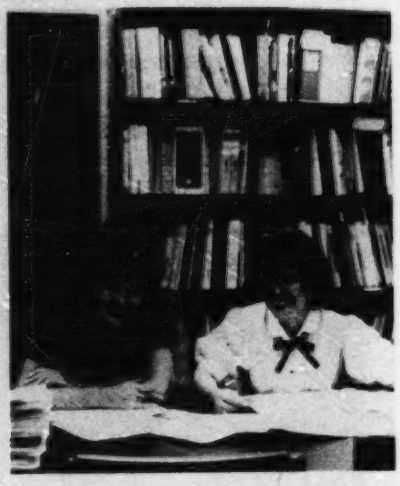
A residential area in Managua.

A vendor at the Masaya marketplace.

Marine security guards, from left: *Jim Harris, Robert Pelton, John Welch.*

Revolutionary billboard among ruins in downtown Managua.

Economics specialist *Diana Paguaga*, left, and economic/commercial assistant *Maribel Diaz*, in the commercial library.



Community liaison office coordinator *Peter Siegwald*, left, and assistant public affairs officer *John Roney* are stagehands for a USIA presentation at a local theater.

Translator *Pauline Frixione*, left, with economic secretary *Kay Bebout*.

Downtown Managua.

Personnel officer *Burton Allen*, left, with regional security officer *David Manley* and political secretary *Patricia Martinez*. ■

Personnel: Civil Service

Promotions

GG–8

Buford Jr., Robert Lee, U.S. Mission to the United Nations

Lo Monaco, Michael B., U.S. Mission to the United Nations

GG–9

Mylko, Yuriy, Foreign Service Institute, North and East European Languages

GG–10

Keeck Jr., Walter R., U.S. Mission to the United Nations

Wuollet, Richard D., U.S. Mission to the United Nations

GG–11

Amaral, Luiz L., U.S. Mission to the United Nations

Bethavas, George S., U.S. Mission to the United Nations

GG–13

Colgan, William E., U.S. Mission to the United Nations

Shearouse, Susan M., U.S. Mission to the United Nations

Wheatley, Mark E., Foreign Service Institute, Economic and Commercial Training

GM–13

Collier, John A., Foreign Service Institute, Audio-Visual Facility

GM–14

Stratton Jr., Arthur P., Under Secretary for Management, Executive Office

GS–3

Buck, Zeta L., Bureau of Personnel, Senior Officer Division

Feurig, Carolyn J., Diplomatic Security, Philadelphia Field Office

GS–4

Arroyo, Lisa M., Passport Agency, Los Angeles

Carter, Fonda Y., Bureau of Consular Affairs, General Services Branch

Jenkins, Darlene M., Bureau of Personnel, Office of Civil Service Career Development and Assignments

Jones, Bonita Y., Passport Agency, Los Angeles

Kent, Angie J., Passport Agency, San Francisco

Loines, Dean M., Office of Communications, Diplomatic Mail and Pouch Branch

Marshall, Valerie L., East Asian and Pacific Affairs, Office of the Executive Director

Mulford, Elizabeth A., Passport Agency, Boston

INTER-AMERICAN AFFAIRS—Assistant Secretary *Elliott Abrams*, right, presents group Superior Honor Award to Miami despatch agent *Gerald L. Writt*, in recognition of service to bureau employees by the despatch staff.

Richards, Sarah E., Diplomatic Security, Los Angeles Field Office

Smith, Vanessa E., Passport Agency, New Orleans

Whitehead, Kim M., Passport Agency, Stamford

Yacob, Jami A., Office of the Coordinator for Public Diplomacy for Latin America and the Caribbean

GS–5

Burruss, Julia M., Intelligence and Research, Office of the Geographer

Chambers, Patricia J., Office of the Ambassador-at-Large for Counter-Terrorism

Christopher, Michelle E., Bureau of Personnel, Office of Foreign Service Career Development and Assignments

Cohen, Melva, Passport Agency, Boston

Courts, Cynthia A., Administration, Financial Management Division

Ettleman, Greg F., Information Systems Office, Systems Design and Programming Division

Fridinger, Tracy H., Foreign Service Institute, Personnel Office

Guroff, Katharine S., European and Canadian Affairs

Henderson, Lena E., Near Eastern and South Asian Affairs, Economic Staff

Jackson, Diane Lanette, Economic and Business Affairs, Aviation Programs and Policy Division

Johnson, Mary E., European and Canadian Affairs, Office of the Executive Director

Keller, Cecilia A., Foreign Service Institute, Language Laboratory

Laine, Andrew J., Office of Communications, Communications Security Division

Montague, Carol A., Office of Communications, Networks Branch

Moore, Bette L., Office of the Deputy Assistant Secretary for Operations, Reference Section

Motley, Cynthia J., Bureau of Personnel, Employment Division

Noaks, Shirley N., Office of the Deputy Assistant Secretary for Operations, Reference Section

Pulley, Terance W., Inter-American Affairs, Office of Executive Director

St. Clair, Amy R., Administration, Personnel Management Division

GS–6

Cotter, Kathleen A., Diplomatic Security, San Francisco Field Office

ADMINISTRATION—Office of Overseas Schools director *Ernest N. Mannino* presents cash award to his secretary, *Doris M. Boone*, for her performance. *(Photo by Doris I. Alston)*

Johnson, Carolyn D., European and Canadian Affairs, Office of the Executive Director
King, Nickie D., Office of the Secretary, Information Management Section
Miles, Cynthia R., Public Affairs, Correspondence Management Division
Nichols, Marie E., Administration, Personnel Management Division
Pegues, Joselyn S., Visa Services, Legislation and Regulations Division

GS–7

Adams, Patricia M., Office of the Under Secretary for Security Assistance, Science and Technology
Bacon, Barbara A., Foreign Affairs Information Management Center, General Editing Section
Benjamin, Jessie M., West Africian Affairs
Bentley, Georgeana, Intelligence and Research, Strategic Forces Division
Braxton, Constance, Diplomatic Security, Dignitary Protection Division
Burton, Pamela A., Bureau of Personnel, Office of Civil Service Career Development and Assignments
Cunningham, Kimdra L., Financial Operations, Data Input and Control Branch
Diggs, Patricia A., Legislative and Intergovernmental Affairs
Drugan, Paul M., Passport Agency, Boston
Flanagan, Ellen M., Personnel, Functional Bureau Division
Halprin, Cynthia A., Office of Supply, Transportation and Procurement, Supply Liaison Branch
Hannon, Kathrine E., Economic and Business Affairs, Office of Energy Consumer-Country Affairs
Holly, Rene M., Passport Agency, Washington
Jackson, Brenda D., Intelligence and Research, China Division
Jackson, Michael M., Foreign Affairs Information Management Center
King, Gametta D., Intelligence and Research, Commissioned Research Division
Pendleton, Tywana R., Economic and Business Affairs, Office of International Finance and Development
Pianka, Kathleen A., Diplomatic Security, Freedom of Information and Privacy Act Division
Royster, Timothy R., Diplomatic Security, Applicant Branch
Sheerin, Daniel P., Inter-American Affairs, Office of Executive Director
Tucker, Sharon, Consular Affairs, General Services Branch
Whiddon, Gloria A., Oceans and International Environmental and Scientific Affairs, Office of Environmental and Health Affairs

GS–8

Butler, Irish, J., Intelligence and Research, Office of Economic Analysis
Hamilton, Linda S., Inter-American Affairs, Office of Press and Public Affairs
Jungfleisch, Joan M., Office of Protocol, Diplomatic and Consular Liaison Division
Lawson, Connie L., Office of the Assistant Legal Adviser, East Asian and Pacific Affairs
Minor, Gwendolyn E., Bureau of Personnel, Office of Civil Service Career Development and Assignments
Perry, Otis, Office of Communication, Message Preparation and Cryptographic Section

GS–9

Brown, Carol A., Intelligence and Research, Personnel Office
Howard, Elizabeth, Passport Agency, Chicago
Jackson, Karen M., Foreign Affairs Information Management Center, Information Access Branch
Lee, Gloria J., Office of the Under Secretary for Management, Administrative Services Division
Michaud, M. Grace, Overseas Citizens Services, European Services Division
Moss, Bonnie L., Diplomatic Security, Administrative Services Division
O'Dowd, Stephen P., Diplomatic Security, Threat Analysis Division
Pusateri, Karen W., Passport Agency, New Orleans
Tengan, Jamie L., Passport Agency, Los Angeles

GS–10

Flynn, Ilona L., Passport Agency, Washington
Money, Brenda M., Passport Agency, Philadelphia

GS–11

Butler, Jesse H., Foreign Affairs Data Processing Center, Production Control Section
Mattox, Robert W., Information Systems Office, Systems Design and Programming Division
McCormick, Eileen E., Public Affairs, Regional Programs Division
McElhaney, Samuel H., Office of the Secretary, Information Management Section
Niemtzow, Jacquelin L., Office of the Deputy Assistant Secretary for Operations, Translating Division
Ponting Jr., Harry T., Intelligence and Research, Office of Analysis for Inter-American Affairs

GS–12

Adams, Juanita D., Bureau of Public Affairs, Editorial Division
Baker, Rabb S., Office of the Deputy Assistant Secretary for Operations, Office of Facilities Management and Administrative Services
Bash, Thomas A., Foreign Service Institute, Audio Visual Facility

Castleman III, Samuel T., Office of Protocol, Visits Division

Clarke, Jimmy N., Office of Communications, Facilities Engineering Branch

Cook, Janis D., African Affairs, Office of the Executive Director

Duncan, Jean A., Diplomatic Security, Personnel Management Division

Easley, Cheryl D., International Organization Affairs, Office of U.S. Budgetary Presentation/Payments

Hulihan, Siobhan R., Office of Foreign Buildings, Acquisitions Division

GS–13

Copeland, Susan L., Office of the Comptroller, Office of Resource Planning and Management

McAdoo, Scott D., International Narcotics Matters, Financial Plan and Budget Execution Division

O'Berry, Daniel E., Financial Operations, General Accounting and Reports

Raboin, Michael F., Office of the Assistant Legal Adviser, International Claims

GS–15

Donoghue, Joan E., Office of the Assistant Legal Adviser, Inter-American Affairs □

Appointments

Abercrombie, Timothy A., Passport Agency, Office of Citizenship Appeals and Legal Assistance

Aboudou, Wabi S., Foreign Service Institute, School of Language Studies

Anderson, Cynthia Y., International Organization Affairs, Office of Administrative Services

Aoki, Steven, Near Eastern and South Asian Affairs, Regional Affairs and Liaison with Multinational Force and Observers

Arrington, Kelvin L., Office of the Deputy Assistant Secretary for Operations, Exhibits and Electronic Section

Atayi, Solomon A. M., Foreign Service Institute, School of Language Studies

Baker, Sonya D., East Asian and Pacific Affairs, Office of Executive Director

Blake, Kathleen P., International Organization Affairs, Office of Administrative Services

Bowles, Barbara R., Karachi

Brasacchio, Barbara A., Diplomatic Security, Case Control and Processing Branch

Buckbee, Betty, Passport Agency, Correspondence Branch

Carroll, Patricia M., European and Canadian Affairs, Office of the Executive Director

Chandler, Patricia M., Foreign Affairs Information Management Center, Information Access Branch

Chiles, Ronald P., Passport Agency, New Orleans

Cleto, Lilibeth G., Foreign Service Institute, School of Language Studies

Coates, Leon D., Office of Supply, Transportation and Procurement

Coburn, Charles H., Foreign Affairs Information Management Center, Information Access Branch

Colon, Gloria M., Passport Agency, New York

Cook, Raphael L., Foreign Affairs Information Management Center, Information Access Branch

Coulon, Rita C., Passport Agency, New Orleans

Dean Jr., Daniel J., Office of Supply, Transportation and Procurement

Dennesen, Mary T., Passport Agency, Boston

Dyess, Chandler J., East Asian and Pacific Affairs, Office of the Executive Director

Dyson, Renette N., Passport Agency, New Orleans

Edwards, Patricia A., Foreign Service Institute, Office of the Registrar

Elgibali, Mahmoud, Foreign Service Institute, Department of Asian and African Languages

Esener, Sema, Foreign Service Institute, Department of Asian and African Languages

Evans, Alan K., Office of Financial Systems Development

Fletcher, Sherri L., Passport Agency, Manual Records Branch

Foster, Stephanie K., Passport Agency, Automated Records Branch

Fretts, Bruce A., Consular Affairs, General Services Branch

Friedt, Heidi K., European and Canadian Affairs, Office of the Executive Director

Gershenson, Cecilia A., Executive Secretariat, Office of the Executive Director

Goga, Constantin, Passport Agency, New York

Gregorio, Robert P., European and Canadian Affairs, Office of the Executive Director

Gregorio, Thomas P., Consular Affairs, Systems Applications Staff

Hahn-Rollins, Dolores L., Foreign Service Institute, Curriculum and Staff Development

Haley, Prentice L., Passport Agency, Automated Records Branch

Harris, Donald L., Politico-Military Affairs, Office of Executive Director

Hartig, John H., International Joint Commission

Head, Shauna F., Passport Agency, Manual Records Branch

Hipsley, Kyle K., International Boundary Commission United States and Canada

Holladay, J. Douglas, African Affairs

Hopper, Paul T., Office of the Deputy Assistant Secretary for Operations, Translating Division

Hughes, Freddie J., African Affairs, Office of the Executive Director

Hughes, G. Philip, Politico-Military Affairs

Hughes, Keith, Office of Supply, Transportation and Procurement

Jackson, Janice D., Financial Operations, Domestic Accounting Branch

Johnson, Erika L., Foreign Affairs Information Management Center

Joy, Michele R., Bureau of Personnel, Office of Management

Kartseva, Zhanna J., Foreign Service Institute, School of Language Studies

Kennedy, Loretta G., Office of Communications, Foreign Operations Division

Kinlaw, Nancy, Jerusalem

Lanza, Anthony R., Administration, Overseas Schools.

Lanzillo, Elizabeth L., Public Affairs, Office of the Executive Director

Lapcevic, Vera, Foreign Service Institute, School of Language Studies

Leach, Rhonda M., Office of Supply, Transportation and Procurement

Linn, Sheila, Office of Communications, Mail and Pouch Branch

Lochner, John V., Consular Affairs, Overseas Citizens Services

Massey, Brenda N., Foreign Affairs Information Management Center, Publishing Services Division

McCoy, Troy I., Office of Supply, Transportation and Procurement

McDonald, John K., Office of Supply, Transportation and Procurement

McMahon, Brian J., Passport Agency, Manual Records Branch

Merrigan, Sandra E., Foreign Affairs Information Management Center

Miles, Patricia L., Copenhagen

Morse, Dexter A., Foreign Affairs Information Management Center
Morton, Angela C., Passport Agency, Automated Records Branch
Park, Howard C., Financial Operations, Reimbursement Accounts Section
Perez, Sylvia T., Stuttgart
Phillips, Chester E., Bureau of Personnel, Office of Management
Plummer, Gary L., Office of Supply, Transportation and Procurement
Pridgen, Marguerite E., Office of Supply, Transportation and Procurement
Roberson, Darryl K., Foreign Affairs Information Management Center
Robinson, Wayne P., Office of Supply, Transportation and Procurement
Rollins, Robert S., Office of Supply, Transportation and Procurement
Ruiz, Roberto R., Passport Agency, Automated Records Branch
Scarbrough, Jean S., Office of Supply, Transportation and Procurement
Scott, Joseph L., Foreign Affairs Information Management Center
Semakis, Florence M., Foreign Affairs Information Management Center
Semakis, Katherine, East Asian and Pacific Affairs, Office of the Executive Director
Simpson, Karl A., Foreign Affairs Information Management Center
Smith, Nathaniel, Passport Agency, Boston
Spicer, Ross P., Office of Supply, Transportation and Procurement
Starr, Jeffrey M., Office of Special Adviser to the Secretary for Arms Reduction Negotiations
Taylor, Lorri A., Foreign Affairs Information Management Center
Thompson, Pamela C., Passport Agency, New Orleans
Tipton, Alzada J., Passport Office, Office of Citizenship Appeals and Legal Assistance
Tolson, Kristin A., Office of Overseas Schools
Tweedy, Bryan D., Office of Comptroller, Pre-Assignment Center
Van Der Veen, Stella, Foreign Service Institute, School of Language Studies
Velez, Carolos E., Passport Agency, New York
Verrier, Michele, Visa Services, Communications and Records Division
Wayt, Martha F., African Affairs
Weaver, John W., Foreign Affairs Information Management Center
Wiater, Kevin C., Passport Agency, Boston
Wilson, Joseph H., Foreign Affairs Information Management Center
Woodward, Susan W., Consular Affairs, Visa Services □

Reassignments

Angelelli, Nancy L., Administration, Allowances Staff to Office of Facilities Management and Administrative Services
Berry, Chandra A., Financial Operations to Diplomatic Security
Black, John F., Office of Foreign Buildings, Contracts Branch to Acquisitions Division
Braxton, Constance, Diplomatic Security, Protective Operations Support Division to Dignitary Protection Division
Clark, Cookie C., Bureau of Personnel, Office of Position and Pay Management to Office of Management Operations
Clarke, Margo A., European and Canadian Affairs to Diplomatic Security
Crowley, Daniel F., Office of Foreign Buildings, Contracts Branch to Acquisitions Division
Davidson, Betty J., Office of the Assistant Legal Adviser, Law Enforcement and Intelligence to Office of the Assistant Legal Adviser, Oceans, Environment and Scientific Affairs
Davis, Terry V., Consular Affairs to Office of the Under Secretary for Management
Dickerson, Marian W., Bureau of Personnel to Administration
Diggs, Tara A., Bureau of Personnel, Pre-Assignment Center to Bureau of Personnel, Program Operations Division
Fields, Helen D., Administration, Allowances Staff to Office of Facilities Management and Administrative Services
Flanagan, Ellen M., Bureau of Personnel, Career Mobility Program to Functional Bureau Division
Fox, Vancella R., Passport Office, Manual Records Branch to Office of Secretary, Information Management Section
Green, Alice J., Financial Operations to Diplomatic Security
Hardrick, Margaret L., Office of the Director General of the Foreign Service and Director of Personnel to Office of Secretary, Information Management Section
Holman, Beverly S.W., Intelligence and Research to Office of the Assistant Legal Adviser, Law Enforcement and Intelligence
Howard, James F., Consular Affairs to Office of Communications
Hunter, Lynn L., Bureau of Personnel to Oceans and International Environmental and Scientific Affairs
Kleinman, Ronald W., Office of the Legal Adviser, International Claims to Office of the Assistant Legal Adviser, Politico-Military Affairs
Krips, Charles G., Office of Foreign Buildings, Contracts Branch to Acquisitions Division
Laine, Andrew J., Office of Communications to Bureau of Administration, Personnel Management Division
Lane, Mirinda M., Public Affairs to Office of Program Inspector General
Lee, Mary P., Visa Services to Refugee Programs
Logan, Laurie J., Passport Agency, Official Travel Branch to Office of Citizenship and Appeals and Legal Assistance
Marcoux, Susan M., Office of Foreign Buildings, Contracts Branch to Acquisitions Division
Martin, Roderick, Intelligence and Research to Office of Under Secretary for Economic Affairs
Murphy, Richard J., Office of Financial Operations, Pre-Assignment Center to Office of Fiscal Operations
Pagano, Margarete R., Office of Financial Operations, Pre-Assignment Center to Automation and Communications Center
Park, Elizabeth A., European and Canadian Affairs to African Affairs
Park, Maureen E., Bureau of Personnel, Office of Civil Service Career Development and Assignments to Bureau of Personnel, Office of Employee Relations
Regalo-Warren, Patricia, Office of Foreign Buildings, Contracts Branch to Acquisitions Division
Schuler II, James L., Passport Office, Correspondence Branch to Overseas Citizens Services
Slater, Gloria D., European and Canadian Affairs, Office of Security and Political Affairs to European and Canadian Affairs, Office of Executive Director
Soper, Nancy A., Refugee Programs to Office of Management Operations
Sullivan, Lisa J., Passport

Agency, Correspondence Branch to Economic and Business Affairs

Thomas, Bradford L., Intelligence and Research, Maps and Publications Procurement Division to Office of the Geographer

Tyckoski, James E., Office of Supply, Transportation and Procurement to Office of Procurement Executive

Tyndell, Sheila R., Oceans and International Environmental and Scientific Affairs, Office of Food and Natural Resources to Office of Deputy Assistant Secretary for Environment, Health and Natural Resources

Veitengruber, Loraine L., Office of Foreign Buildings, Contracts Branch to Acquisitions Division

Wade, Deborah A., Passport Office Automated Records Branch to Diplomatic Security

Walton, Nyle K., Intelligence and Research, Maps and Publications Procurement Division to Intelligence and Research, Spatial Environmental and Boundary Analysis Division

Wheatley, Mark E., Foreign Service Institute, Economic and Commercial Training to School of Professional Studies

Wicker, Kevin, Bureau of Personnel, Pre-Assignment Center to Executive Secretariat, Operations Center

Woodson, Pamela R., Passport Agency to Foreign Affairs Data Processing Center □

Resignations

Battle, Cassandra A., Bureau of Personnel, Recruitment

Blain, Oscar L., Office of Communications, Mail and Pouch Branch

Botelho, Daniel T., Passport Agency, Boston

Carbone, Ann M., Passport Agency, Boston

Carey, Harvey R., Passport Agency, Manual Records Branch

Christopher, Kathy, Passport Agency, Boston

Coker, Tina, Passport Agency, Stamford

Collins, Erin M., Passport Agency, Boston

Combs, Annie J., Passport Agency, Miami

Cronin, Angelia M., Overseas Citizens Services

Dana, Jane T., Office of the Assistant Legal Adviser, Economic and Business Affairs

Dana, John R., Passport Agency, New Orleans

Dandrich, Stephanie V., Passport Agency, New Orleans

DeLoatch, Clifton E., Passport Agency, Manual Records Branch

Dobyns Jr., Edward P., Office of Fiscal Operations

Douglas, Sharon D., Medical Services

Dunn, Zoraida V., Passport Agency, Stamford

Fowler, Yvette, Passport Agency, New York

Funderburk, Michael S., Office of Communications

Gentry, Tina J. M., Under Secretary for Management, Family Liaison Office

Gregorio, Robert P., Public Affairs, Office of Executive Director

Grimste, Antje M., Under Secretary for Management, Family Liaison Office

Gross, Isabelle R., European and Canadian Affairs

Guroff, Katharine S., European and Canadian Affairs

Holley, Lanorris W., Passport Agency, Stamford

Howell, Tonya R., Consular Affairs, Systems Applications Staff

Izzo, Nancy H., Intelligence and Research, Trade and Monetary Affairs Division

Jackson, Karen I., Passport Agency, Automated Records Branch

Kinnett, Christina S., Passport Agency, Seattle

Kuzmich, Paula, Bureau of Human Rights and Humanitarian Affairs

FOREIGN SERVICE INSTITUTE—Clerical graduates, first row, from left: ***Roscoe Jackson Jr., Gloria Osberg, Sylvia Spencer, French Thomas, Michelle McGlathery, Amy St. Clair, Donna Perry, Patricia Gillespie.*** **Second row:** ***Danita Proctor, Darryl Duncan, Georganna Davis, Janie Miller*** **(course chairwoman),** ***Alice Saucedo, Lynette Messer, Monica Taylor, Dorietha Greene, Virginia D. Hogan. (Photo by Lloyd McKenzie)***

LeFleur, Frederick F., Passport Agency, Boston

Lance, Sarah C., Overseas Citizens Services

Luft, Rolf D., Inter-American Affairs

Mack, Avis P., Office of Fiscal Operations

Martin, Deborah J., East Asian and Pacific Affairs, Office for Australian and New Zealand Affairs

McCreary, Deborah E., Office of Communications, Traffic Research Section

McIntyre, Stuart H., Office of Systematic Classification/Declassification

McMillan, Cheryl D., Bureau of Personnel, Program Operations Division

McNeal-Thomas, Jacqueline, Financial Operations, Retirement Accounts Division

Melton, Rosalyn Y., Passport Agency, Washington

Morrissey, Patricia, Passport Agency, New Orleans

Norris, Janet L., Diplomatic Security, Training Center

Notarangelo, Barbara M., Passport Agency, Boston

O'Brien, Roberta A., Passport Agency, Boston

Odom, Dan L., Office of Communications

Pannell, Dorian F., Foreign Affairs Data Processing Center

Pollard, Laura, Office of the Assistant Legal Adviser, Law Enforcement and Intelligence

Powell, Tonya, Passport Agency, Boston

Price, Marjorie A. W., Passport Agency, San Francisco

Quail Jr., Pedro P., Passport Agency, New York

Sain, Tracy L., Bureau of Personnel, Program Operations Division

Sala, Joanne M., Office of Facilities Management and Administrative Services

Thomas, Deborah A., Passport Agency, New Orleans

Vila, Aidis M., Inter-American Affairs

Walch, Sharon M., U.S. Mission to the United Nations, New York

White, Shirley M., Passport Agency, Los Angeles

Williams, Theodore I., Passport Agency, Chicago

Wilson, Chenise A., Foreign Affairs Data Processing Center

Winston, Herbert, Office of Communications, Mail and Pouch Branch

Wojnar, Pamela J., Office of Fiscal Operations □

Retirements

Ferrin, Vivian A., Passport Services

Ottwiller, Robert F., Diplomatic Security

Quaid Jr., Daniel L., Under Secretary for Management, Executive Office ■

Personnel: Foreign Service

Appointments

Ahring, Lilliana E., Paramaribo
Amis, Sharron M., Bangui
Audi, Silvia A., The Hague
Bailey, Carolly L.T.D., Manama
Becker, Priscilla C., Ottawa
Bedwell, Jimmie D., Bangkok
Beffel, Susan J., Athens
Burghardt, James E., Dhahran
Burrell, Kay A., Rabat
Christensen, Elizabeth A., Jakarta
Clark, Howard D., Moscow
Clopp, Marlene G., Warsaw
Cox, Catherine D., Kinshasa
Currier, Roger M., Gaborone, Office of Foreign Buildings
Dalton, Irena, London
De St. Germain, Monique, Panama
DeGrands, Dominic J., Paris
English, Thomas S., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training
Everhart, Gerald E., Dakar
Galvin, Patricia D., Kuwait
Garriga, Jose G., Madrid
Giacalone, Mirella, Rome-Vatican
Gillan, Francesca, Sao Paulo
Gilmore, Christine J., Mogadishu
Guthrie, W. Gullion, Ottawa
Harrison, Jo Ann, Tel Aviv
Hughey, Diane M., New Delhi
Jarek, Dianne B., Kinshasa
Julian, Jonathan, Islamabad
Knowles, Gail W., Ankara
Konrath, Stella M., Harare
Kosovac, Caroline B., Prague
Lauder, Ronald S., Vienna
Legere, Gloria M., Hamilton
Lehman II, Ronald F., Arms Control and Disarmament Agency
Leininger, Nancy W., Tel Aviv
Leon, Camilo E., Near Eastern and South Asian Affairs
Long, Madelyn M., Nouakchott
Lough, Patricia A., London
Lowitz, Donald S., Arms Control and Disarmament Agency
Mahan, Tu-Hue M., Islamabad
Martin, Eileen, Rio de Janeiro
McCarthy, Elizabeth C., Islamabad
McCluskey, Karen C., Nairobi
McEldowney, Diane I., Montreal
McLaughlin, Lee K., Colombo
McMullen, Anne M., London
Meltzer, David, London
Messiter, James F., Khartoum
Morse, Marguerite A., Tel Aviv
Perina, Ethel H., Brussels
Pfeifer, Leslie A., Brasilia
Ruse, Kathleen C., Dhahran
Salvaterra, Catherine B., Ankara
Sammis, Elizabeth J., Berlin
Schwartz, David A., London
Shaffer, Nancy A., Karachi
Sider, Janice P., Nairobi
Slater, Emily I., London
Smith, Robert A., Rangoon
Snowden, Deniz, Karachi
Stickney, Brian R., Bogota
Strovas, Cynthia S., Bucharest
Vinal, Kelly A., Karachi
Walker, Linda K., Osaka-Kobe
Walters, Maimon, Jakarta
Wasylko, Carol A., Budapest □

Transfers

Arietti, Michael R., Politico-Military Affairs to Foreign Service Institute, Language Training

Arzt, Joanne, Foreign Service Institute, Mid-Level Training to Foreign Service Institute, Executive Development
Awagain, Albert E., Barbados to Inter-American Affairs
Bates III, Frank, Greece to Bucharest
Bies, Bernard W., Pakistan to Office of Communications
Bolin II, Harold R., Liberia to African Affairs
Burns, Brendan R., Office of Communications, Radio Support Branch to Office of Communications Technical Support Facility
Cadieux, Robert R., Liberia to Pretoria
Calvagna, Salvatore, Philippines to Office of Communications
Casebeer, Cheryl A., Cuba to Abidjan
Chaddic, Joe H., Office of Communications, Regional Operations Branch to Office of Communications, Interagency Affairs Staff
Cleaver, Kathi A., Office of Communications to Manama
Cohen, Charles I., Indonesia to East Asian and Pacific Affairs
Collins, Peter, European and Canadian Affairs to Foreign Service Institute, Language Training
Cook, Laura N., Spain to Tel Aviv
Coviello, Cheryl, Training Complement to Foreign Service Institute, Language Training
Davis, Robert S., Sudan to African Affairs
Davison, John W., Training Complement to Bissau
Dinicola, Jean L., Egypt to Near Eastern and South Asian Affairs
Dougherty, Michael E., European and Canadian Affairs to Harare
Douglas, Richard J., Training Complement to Cuidad Juarez
Douglass, Michael D., Sudan to Office of Communications
Downing, Mary J., Nigeria to Harare
Dunkerley, Craig G., European and Canadian Affairs to Foreign Service Institute, Language Training
Evans, John M., Belgium to European and Canadian Affairs
Facks, Brett W., Saudi Arabia to Office of Communications
Feron, Robert J., Canada to Brasilia
Fleetwood, Linda K., El Salvador to Santiago
Foley, James B., Philippines to Algiers
Fornoff Jr., Harold M., Executive Secretariat to Legislative and Intergovernmental Affairs
Gallo, F. Scott, Diplomatic Security, Washington Field Office to Khartoum
Garner, Joan E., Overseas Citizens Services to Foreign Service Institute, Language Training
Haas, David, Amman to Kathmandu
Hagen, Gloria J., Denmark to European and Canadian Affairs
Harrington, Marilyn E., Ivory Coast to African Affairs
Headrick, William A., Office of Communications Operations Branch to Office of Communications, Temporary Duty Support Division
Hecht, Dorothy J., Oceans and International Environmental and Scientific Affairs to Inter-American Affairs
Hilburn Jr., Paul W., Bureau of Personnel, Board of Examiners to Foreign Service Institute, Language Training
Howland, Michael H., Germany to New Delhi
Hutchings, Alan J., Nigeria to African Affairs
Ingram, Michael F., Kuwait to Lome
Johnson Jr., Walter E., Office of Communications, Operations Staff to Office of Communications, Foreign Operations Division
Kamerick, Susan E., Syria to Tel Aviv
Kidd, Leslie R., Greece to Office of Communications
Kohlenbush Jr., William E., Zambia to International Organization Affairs, Office of Administrative Services
Le Zotte, M. Diane, China to East Asian and Pacific Affairs
Leonard, Catherine L., Zimbabwe to African Affairs
Luke, Robert S., Economic and Business Affairs to Foreign Service Institute, Language Training
Malfara, Joseph J., Sri Lanka to Office of Communications
Mason, J. Richard, Bureau of Personnel, Office of Man-

agement to Foreign Service Institute, Language Training

Mattke, Marilyn R., Australia to Curacao

Minor, Ronald L., Office of Communications, Radio Support Branch to Office of Communications, Technical Support Facility

Miska, Wanda M., African Affairs to Bangui

Murphy, John G., Office of Communications, Radio Support Branch to Office of Communications, Technical Support Facility

Navratil, Thomas J., Dominican Republic to East Asian and Pacific Affairs

Oakley, Phyllis E., Bureau of Personnel to Legislative and Intergovernmental Affairs

Olmon, E. Parks, Foreign Service Institute, Language Training to Beijing

Owens, Barbro A., Inter-American Affairs to Foreign Service Institute, Language Training

Pascoe, B. Lynn, European and Canadian Affairs to Executive Secretariat

Pearce, Jean T., Philippines to Kathmandu

Penfold, John H., Philippines to Wellington

Quinn, Maureen E., Guinea to Inter-American Affairs

Rathner, Herbert, Bureau of Personnel to Kingston

Roman, Jacques, South Africa to Maputo

Ruh, Kenneth, Office of Communications, Installation Engineering Branch to Office of Communications, Communications Center

Savage, John R., Economic and Business Affairs to Foreign Service Institute, Language Training

Savignano, Teresa L., Pakistan to Dhaka

Schwartz, Barbara L., Cameroon to London

Seibold, Robert H., Intelligence and Research to Visa Services

Shapiro, David M., Israel to Near Eastern and South Asian Affairs

Shaw, William R., Diplomatic Security, Washington Field Office to Diplomatic Security, Counterintelligence Staff

Skocz, Dennis E., Foreign Service Institute, Language Training to Sao Paulo

Smith, Jacqueline R., Spain to Prague

Solomon, Paul, Jamaica to Bogota

Starke, Kim T., Kenya to Mogadishu

Stevens, Vincent W., Office of Communications to Manila

Strachan, Michael R., Inter-American Affairs to Foreign Service Institute, Language Training

Strickland, Brian A., Greece to Jerusalem

Thomas, Mary J., Office of Foreign Buildings to Foreign Service Institute, Language Training

Todd, John A., Diplomatic Security, Area Desk Officer Branch to Diplomatic Security, Emergency Reaction Team Branch

Vincent, Alfred P., Diplomatic Security, Personnel Investigations Division to Diplomatic Security, Washington Field Office

Ward, Cindy A., Zaire to African Affairs

Weston, Richard C., Malaysia to Palermo

White Jr., Robert W., Office of Communications, Installation Engineering Branch to Communications Center

Wilkins, Burnette V., Jamaica to Inter-American Affairs

Wyatt, Michael J., Diplomatic Security, Washington Field Office to Diplomatic Security, Personnel Investigation Division

Yarbrough, David M., Kuwait to Manila

Zopfi III, Thomas M., Diplomatic Security, Domestic Facilities Branch to Diplomatic Security, Area Desk Office Branch

Zuehlke, Robert B., Switzerland to Hong Kong □

Resignations

Anderson, Beatrice B., Bamako

Aycock, Barbara S., Bucharest

Baker, Marilyn J., Moscow

Barwick, Rose M., Budapest

Black, Jackie R., Praia

Butterweck, Deborah F., Seoul

Duff, Valerie K., Bonn

Eustis, Mitsuko, Niamey

Gillin Jr., Henry C., Seoul

Guidice, Grace, Bamako

Harris Jr., Edward J., Office of Communications

Herion, Leslie M., Monrovia

Higgins, Robert J., Overseas Citizens Services

Jepson, Mary A. C., Niamey

Johnson, Sura R., Toronto

Jones, Carole, Abidjan

Kramer, Annette T., Bucharest

Leduc, Evan M., Office of Foreign Buildings

Lewis, Karen Y., Rome-Vatican

Lissfelt, Cynthia L., Berlin

McCall, Linda A., Stockholm

Nichols, Darlene R., Capetown

O'Dell Jr., Joseph W., London

Parkin, Marilyn K., Kuwait

Pomerleau, Maggie E., Paris

Rainey, Maura L., Guadalajara

Segars, Elizabeth N., Lagos

Speidel, Karen S., Brussels NATO

Staples Jr., John E., Office of Communications

Thompson, Barbara S., New Delhi

Tyznik, Torella A., Rome-Vatican

Widenhouse, Judith L., Frankfurt

Willa, Mary K., Berlin □

Retirements

Arnold, Elizabeth M., Visa Services

Avalos, Henry, Program Inspector General's Office

Belk, William E., Panama

Binns, Jack R., Madrid

Blackburn Jr., Robert R., Office of Foreign Buildings

Collins, Mary C., Diplomatic Security

Dinicola, Jean L., Near Eastern and South Asian Affairs

Gillespie, Jack F., Bogota

Kelly, George L., International Narcotics Matters

Kenney, George R., New Delhi

Marston, Robert H., Canberra

McElhoe, Lucille G., Near Eastern and South Asian Affairs

Morris, Lucille, Foreign Service Grievance Board

Quarterman, Gwendolyn L., Visa Services

Reed, Robert W., Germany

Rodenhauser, Georgia E., Bangkok □

Commissioning, tenure board

The Commissioning and Tenure Board has completed its review of the files of the Foreign Service officer career candidates who were eligible for consideration at its March session. Following are the candidates recommended for tenure (language probationers are not included on this list).

Albright, Richard A.
Boone, Rudolph F.
Borden, Thurmond H.
Carlisle, Marc D.
Carlson, William R.
Carty, Lisa A.
Delaney, Michael J.
Devleming, John F.
Donahue, Bruce E.
Dreher, David R.
Ensher, Henry S.
Ettesvold, Kaara
Farrell, Jerome T.
Foulon, Mark, M.
Gray III, Gordon
Hall Jr., Blair P.
Hansen, Eigil V.
Hilliard Jr., Joseph
Hofmann, Karl
Ito, Pete K.
Jackson, Gerard J.
Karp, Craig M.
Keegan, David J.
Krosby, Quincy
Kusnitz, Leonard
Lavigne, Beverly A.
Lindover, Sally L.
Marshall, Mary B.
Martin, Cheryl A.

Martin, Karen
Matera, Michael A.
Maxstadt, James E.
McVerry, James A.
Moss, Lloyd W.
Mull, Stephen D.
Nelson, Bruce R.
Ogden, Janice Z.
Phillips, Gregory
Pitterle, Kenneth
Quinn, Eileen J.
Ray, Charles A.
Riche, Christopher
Roberts III, James
Robinson, Jack D.
Rose, Theorphilus
Rowe, Leslie V.
Serwer, Claudia H.
Smith, Frederick
Sweeney, Eugene P.
Thomas-Greenfield, Linda
Wickberg, Paul G.
Wood, Robert C.
Yale, Allen W.
Young, Thomas M.
Zetkulic, Jack M. □

Specialist tenure

The Specialist Tenuring Board has completed its review of the files of candidates eligible for tenure consideration at its March session. Recommended for career status:

Baker, Georgia Y.
Beckham II, Herman
Bentz, Patrick W.
Bodle, Michael E.
Brennan, Edward T.
Foster, June H.
Franco, Judith A.
Grovdahl, Roger M.
Jasak, Karen L.
Keenan, Regina A.
Kellogg, Susan J.
Knott, Robert J.
Lapolla, John M.
Lee, Arnold D.
Markin, John D.
McDermott, Margaret M.
Morgan, Mary A.
Navarro, Mary M.
Nunnally, Judy C.
Pearce, Jean T.
Rethmeier, Julie Ann
Robichaud, Patricia M.
Romine, Sheila A.
Skelly, Mary Ann F.
Spees, David N.
Verdu, Audrey F.
Weathersby, Barry R.
West, Peter A.
White, Paul W.
Williams, Glenne R.
Woodward, Katherine F.
Zwigaitis, Adele T. □

Foreign Service nominations

The Senate has received the following nominations:

Appointment as FSO–1, consular officer and secretary:

Richard Baca

Appointment as FSO–2 consular officers and secretaries:

Arnold Noe Muñoz
Bernardo Segura-Girón

Appointment as FSO-3, consular officer and secretary:

Clyde Bishop

Appointment as FSO–4, consular officers and secretaries:

Timothy Duane Andrews
Kathleen Williamson Barmon
Leslie A. Bassett
Robert I. Blau
Phillip Carter III
Robert Scott Dean
David Tannrath Donahue
Charles William Evans
Daniel Volmer Friedheim
Elaine Lawson Garland
Daniel Campbell
Peter Grossman
Anne Wing Hamilton
Robert Porter Jackson
Judith A. Jones
John Brady Kiesling
Hans George Klemm
Sharon A. Lavorel-Rutherford
Benjamin M. Lowe
David Michael Marks
Wendela Moore
David R. Ostroff
Andrew C. Parker
Barbara Anne Presgrove
Robert Glenn Rapson
Thomas S. Reichelderfer
Eric William Running
Thomas Franklin Scaletta Jr.
Stuart M. Seldowitz
Daniel Bennett Smith
Edmund Keith Sutow
William Patrick Syring
Eugene P. Tadie
Alyce J. Tidball
Thomas Joseph Tiernan
Alan D. Troxel
Jeffrey Stewart
Alexander Tunis
Frank C. Turley
Susan Marie Wagner
James M. Young
Susan Weir Zelle

Members of the Foreign Service of State, Agriculture and Commerce to be consular officers and/or secretaries:

Consular officers and secretaries

Thomas J. Affinito
Frederick L. Ahr
Susan Linda Barnes
Beryl Leone Bentley-Anderson
Richard S. Berkey Jr.
Mark Bezner
Henry Louis Bisharat
Rodolfo A. Bladuell
D. Mark Blanchard
Anne Christy Bodine
Judith F. Brown
Denise N. Burgess
Paul C. Carlsen
Sandra Cecchini
Sandra Elaine Clark
Nancy Lynn Corbett
Cheryl Eileen Coviello
Dennis Lackey Curry
Nicholas Julian Dean
John Albert Playle Dyson
Ann Melinda Evans
David Richard Fetter
Richard Alexander Figueroa
Randolph Howard Fleitman
Sheila Marie Flynn
Gerry William Fuller
Hope I. Gottlieb
Lana I. Gradasoff
Richard J. Harvey
Kathleen Marian Heffron
Nicholas Manning Hill
William R. G. Hill
Penelope M. Kalogeropoulos
Steven B. Kashkett
Edward Wesley Kaska Jr.
Athena Katsoulos
Carole Kraemer
Alison Krupnick
Susan E. Lane
Timothy Edward Leahy
J. Fred Leonard
Michael G. Lytton
John Patrick Maher
Eileen Martin
V. J. Maury
Mary Grace McGeehan
Karen A. McGrath
Anne Marie Kremidas McIlvain
Samuel T. Mok
John K. Naland
Christopher Nicholson
Martha A. Nicholson
Jerry G. Prehn
John L. Priamou
Michael Dean Puccetti
Nani Suzette Pybus
Lisa M. Rennie
Richard Henry Riley IV
Ricardo Antonio Roberto
Michael Kevin St. Clair
Philip William Savitz
Sandra J. Shipshock
Nancy S. Simon
Hilarie G. Slason
Adrian R. Smith
Stephanie Sanders Sullivan
Thomas Timothy Turqman
Michael M. Uyehara
William Weinstein
Todd W. Weston
Cynthia Whittlesey
Robert Sherman Wing
Marie L. Yovanovitch
Teresa K. Zaleski

Consular officers

Lyn W. Edinger
Jane A. Florence
Margaret K. Ting

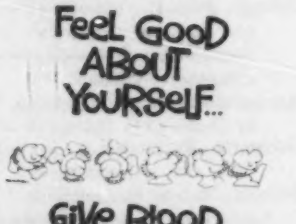
Secretaries

David M. Buss
Joan J. Edwards
Lloyd J. Fleck
Joseph W. Harrison
Richard L. Johnston Jr.
David K. Katz
Thomas M. Kelsey
Alan R. Turley

Promotion into the Senior Foreign Service effective October 14, 1984:

Career members of the Senior Foreign Service, class of counselor:

Arnold M. Isaacs
Joel S. Spiro ■



Bureau Notes

The Seventh Floor

Secretary's Office

SECRETARY SHULTZ traveled to New York, May 13, to speak at Princeton University's Woodrow Wilson School. Accompanying him were M. CHARLES HILL, executive assistant to the Secretary; KEITH EDDINS, special assistant to the Secretary; and JACK MACUK, personal secretary ... From May 28–May 30 the Secretary traveled to New York to address the UN General Assembly special session on Africa; and to Halifax, Canada, to attend the spring ministerial meeting of the North Atlantic Council ... While in Halifax, he met with NATO secretary general LORD CARRINGTON. Advancing the Secretary's trips and accompanying him were Mr. Hill; BRUNSON McKINLEY, deputy executive secretary; LYNN PASCO, deputy executive secretary; PATRICK KENNEDY, executive director, Executive Secretariat; CAROL THOMPSON and KEITH EDDINS, special assistants to the Secretary; personal assistants to the Secretary, ELIZABETH GASTON, JOYCE NESMITH and KATE MILNE; Secretariat Staff officers GLYN DAVIES, BOB CLARKE and KATHY FITZPATRICK; Secretarial assistants DEBORAH GODFREY, MILDRED ENGRAM and MARTI SZRAMEK. Also accompanying the Secretary were the assistant secretary for public affairs, BERNARD KALB, and his special assistant, MARY ANN YODEN; the assistant secretary for European affairs, ROZANNE RIDGWAY, and her deputy assistant secretary, CHARLES THOMAS ... On June 4, Secretary Shultz addressed the Foreign Policy Association in New York. Accompanying him were Mr. Kennedy; DEBORAH GRAZE, special assistant to the Secretary; JACKIE MACUK; and Assistant Secretary Kalb.

People: The Secretariat Staff welcomed DIANE SHEAKLEY, who replaced JACKIE STEIN. Ms. Stein departed for her new assignment as Europe roving secretary. Ms. Sheakley was formerly an Africa roving secretary ... New employees joining the Executive Secretariat include KEVIN WICKER and CECILIA GERHENSON, to the Operations Center; MARGARET HARDRICK, VANCELLA FOX, NICKIE KING and MARVIN WILLIAMS, to the Information Management Section ... On June 3 RANDOLPH SMITH retired from the Department after 45 years of federal service. He served as a technical information specialist in the Information Management Section of the Executive Secretariat. □

Office of the Deputy Secretary

Deputy Secretary JOHN C. WHITEHEAD attended the annual Bilderberg meetings in Gleneagles, Scotland, where, with other high-level officials from the United States and major European countries, he discussed matters of interest ... He addressed the 17th Washington Conference for Corporate Executives, at the invitation of the Council of the Americas, May 5. His subject was "Improving the Business Environment in Latin America: Policies for Adjustment and Recovery." ... From May 8–10 he attended the spring meeting of the Business Council, at Hot Springs, Va., where he delivered the keynote address, "National Security: In Defense of Something of Value." ... On May 11 he traveled to New York, to address the 15th annual "Solidarity Sunday" march and rally for Soviet Jewry. He attended the rally with NATAN (ANATOLY) Scharansky ... Mr. Whitehead traveled to Argentina, Brazil, Peru, Bolivia and Uruguay, May 19–29, where he held bilateral discussions with senior government officials ... He was accompanied by ROBERT GELBARD, deputy assistant secretary for inter-American affairs; WESLEY EGAN, executive assistant to the deputy secretary; WILLIAM BURNS, special assistant; and CYNTHIA LARRE, secretarial assistant ... On June 6 Mr. Whitehead addressed the annual luncheon meeting of the National Committee on American Foreign Policy, in New York. □

LIMA, Peru—Deputy Secretary *John Whitehead* at the main altar of the 17th-century Lima Cathedral. With him are Ambassador *David C. Jordan*, left, and *Cesar Coloma*, director, Italian Art Museum. *(Photo by Ma. Luisa Paino)*

Office of the Under Secretary for Political Affairs

On May 2 Under Secretary MICHAEL H. ARMACOST joined the Foreign Service Day activities, which included his presenting the global overview and conducting a question-and-answer session ... On the same day he shared his personal impressions of the "View from the Seventh Floor," at the Foreign Service Institute's ambassadorial seminar ... He spoke to the Nanjing Council of the Johns Hopkins School of Advanced International Studies, on U.S. China relations, May 16, in Washington ... On May 22 he gave a tour d'horizon, on "Global Issues and East Asia," at a luncheon session of the Business Council for International Understanding, in New York ... He then met to discuss the situation in the Philippines, with the U.S.-Philippines Chamber of Commerce. He was accompanied by special assistants GERRIT GONG and WILLIAM ITOH. □

Office of the Under Secretary for Economic Affairs

On June 3 MARYANN COLLISON retired from the Department after 35 years of federal service. She was the executive secretary to Under Secretary ALLEN W. WALLIS. □

Policy Planning Staff

RICHARD H. SOLOMON, director, accompanied Secretary Shultz on his trip to Jakarta, Tokyo, Seoul and Manila ... On May 28 Mr. Solomon chaired a panel discussion at a conference of the Council on Foreign Relations ... Deputy director KENNETH W. BLEAKLEY addressed the Baltimore Council on Foreign Affairs, May 5, on "U.S. Policy in Central America." On May 14 he addressed students and faculty at New York University on "U.S. Policy

in Nicaragua." On May 15 he spoke at a symposium at the Commission on U.S. Central American Relations, on the "Administration's Perceptions and Policy." He addressed a Brookings Institution conference of business executives, on "An Overview of Foreign Policy," May 22. From May 30–31 he participated in a conference at the Center for International Affairs, at Harvard University, on "U.S.-Mexican Relations." On June 2 he addressed the Bethesda Rotary Club, on developments in Central America.

People: On June 3 THOMAS P. THORNTON retired after 33 years of federal service. He served as a senior executive member of the Policy Planning Staff ... Also retiring was LETHEAN ROWE, executive secretary to the director. She completed 35 years of federal service. □

Protocol Office

Protocol chief SELWA ROOSEVELT, accompanied by assistant chief CATHERINE MURDOCK, traveled to Beijing, Xian, Guilin and Shanghai, at the invitation of the foreign minister of China ... Mrs. Roosevelt, accompanied by PAMELA GARDNER, LAWRENCE DUNHAM, APRIL GUICE and KIMBERLY MIDDLETON, traveled to New York, to coordinate the Secretary's reception and luncheon honoring heads of delegations to the UN special session on Africa ... Deputy chief TIMOTHY TOWELL escorted the vice premier of the State Council of China on his travel to San Francisco, Washington, New York, Dallas and Seattle. Also accompanying were SAMUEL CASTLEMAN, ALEXANDRA MILLER, JULIE ANDREWS and JAMES PAYNE. ... REBECCA BOYD coordinated the official working visit of the president of Honduras and his wife. Ms. Boyd was assisted by MARY MASSERINI, MARYELLEN VANDIVIER and Mr. Payne ... Ms. Murdock assisted with, and traveled to Kentucky for, the private visit of QUEEN ELIZABETH II ... Private visits to Washington were made by the foreign ministers of Spain, Great Britain and France. LINDA MYSLIWY and PATRICK DALY assisted with these visits.

As acting assistant chief of the Ceremonials Division, Ms. Gardner, assisted by GEORGIA BOOTH, JAYNE MONTIETH, Ms. Guice and Ms. Middleton, arranged the luncheons hosted by the Secretary for the vice premier of China, the foreign ministers of France and Spain; and Mrs. O'BIE SHULTZ's luncheon for the wife of the president of the Republic of Honduras ... Associate chief RICHARD GOOKIN addressed members of the International Association for Hospital Security, in Washington, May 7 ... On May 19 he appeared on the television program "Panorama," to discuss protocol issues ... Ms. Gardner addressed the monthly meeting of the Potomac Planners Association, on the protocol aspects of entertaining foreign officials and businessmen ... Mr. Gookin was the presiding officer at the swearing-in of PAUL NITZE as ambassador-at-large ... Mr. Daly presided at the swearing-in of OTTO REICH as ambassador to Venezuela ... ANGELA MOORE has transferred to the Information Systems Office. □

Administration

Office of Communications

ROBERT KEGLEY has assumed duties as chief of foreign operations. He replaces JAMES CASEY, who has been assigned to Tokyo as communications programs officer ... WILLIAM WUENSCH has assumed duties as communications operations officer for Africa. He replaces GARY BOBBITT, who has been assigned to Geneva as communications programs officer.

The following communications personnel were on consultation recently: TERRY BRANSTNER, Milan; DUANE BREDECK, Berlin; FERNAND PAULIN, Bern; ROBERT DODSON, Kabul; KENNETH PARTON, Oslo; GEORGE SOLOMON, Montevideo; ELSIE LAWTON, Stockholm; GERALD MAJEWSKI, Sydney; DAVID FERGUSON, Kathmandu; WALLACE EUSTIS, Dakar; JOSEPH YANCI, Bonn; JOHN VARNER, Rabat; WILLIAM HYLTON, Cairo ... Completing courses in the Communications Training Division during May were KATHRYN COOK, Karachi; WILLIAM PATTERSON, NATO; WILLIAM McMANUS, Moscow; MURIEL FALVEY, London; JAMES TUTEN, Brasilia; DAVID NUNNALLY, Mexico City; RHONDA CLENNEY, Paris; MARY DINGLER, Cairo; SARAH JOHNSON, Paris; JAMES HARRISON, Paris; DAVID MANGUM, Abidjan; ROGER GROVDAHL, Kuala Lumpur; ROGER SNIDER, Brussels; LORRAINE GIRARD, NATO; DON BOISSONNAULT, Berlin; BRYON HALLMAN, Manila; HAROLD SPAKE, Manila; HUGH BUFFUM, Bangkok; LOUIS ESCOBEDO, Nairobi; JOHN HYLAND, NATO; LARRY ROBERTS, Ankara; LEO DUNCAN; WILLIAM LINGER, Jerusalem; RONALD OSLOWSKI; STEPHEN SPRINGER; DUANE BREDECK, Berlin; ELSIE LAWTON, Stockholm; RON JAWORSKI; ROSE VALENTI, new hire; MARK COLE, Moscow; THEODORE CULP, Helsinki; DANIEL DONOGHUE, Bissau; ANTHONY JAMES, Rangoon; GARY PORTER, Stockholm; JANINE TAYLOR, Antananarivo; DAVID WIEMELS, Copenhagen; ROBERT DODSON, Kabul; JOSEPH O'BRIEN, Bucharest; RANDY POWELL; JOHN DIXON; PHIL WOLD, Lusaka; DAVID FERGUSON, Kathmandu; DAVID BRONER, Brazzaville; GARY BOBBITT, Geneva; CHARLES MARTIN, Paris; JOSEPH COMFORT; ALLEN KURTZ; LOUIS MAZEL, Martinique; CARTHERINE LEONARD; LYDIA MARTINEZ, Monterrey; THOMAS NASETKA, Vienna; RAYMOND NORRIS.

On April 22 deputy assistant secretary ROBERT RIBERA provided welcoming remarks for the Armed Forces Communications Electronics Association's "Vital Issues Symposium," at

OFFICE OF COMMUNICATIONS—*Larry Matera* receives plaque, on his retirement after 31 years, from *Ken Kidwell*, chief, Communications Security Division.

State. The symposium highlighted the unclassified issues affecting the communications and intelligence community. Representatives from State, the Department of Defense, the military departments and industry were in attendance ... Mr. Ribera gave the keynote speech to NATO's Civil Communications Planning Committee, in Emmittsburg, Md ... He traveled to Bangkok, Thailand and Canberra, Australia, in April, to discuss communications matters with post personnel.

The following communications personnel were on consultation earlier: HARRY LARSON, Maseru; RONALD OSLOWSKI; MICHAEL BUCCELLATO, Tegucigalpa; BERTHA RICHARDSON, Johannesburg; BYRON HALLMAN, Manila; MICHAEL INGRAM, Lome; CHARLES GRAINGER, Berlin; LOHN LaPOLLA, Leningrad; ELWOOD RISCHE, Lima; CHARLES MARTIN, Paris; ROGER GROVDAHL, Kuala Lumpur; JOSEPH FURGAL ... Completing courses earlier in the Communications Training Division were LESLIE VAUGHAN, Ouagadougou; HARRY LARSON, Maseru; JACQUES ROMAN, Maputo; MICHAEL INGRAM, Lome; BOB BOBLITZ, Vientiane; HOWARD KEEGAN, Belize; KATHRYN COOK, Karachi; ROBERT REED, Khartoum; MICHAEL BOSTIAN, Managua; RAE TEMPERTON, Nairobi; CARL MATTHEWS; CHARLES GRAINGER, Berlin; ALBERT HOLLOWAY, Brasilia; JOSEPH O'BRIEN, Bucharest; CHARLES MARTIN, Paris; JOHN LaPOLLA, Leningrad; WILLIAM PATTERSON; WILLIAM McMANUS, Moscow; IVAN KERN, Kingston; JAMES PARRISH; DOUGLAS LLOYD; RON FONTENOT; JOSEPH KEATON; LEVIA SWAIN, New Delhi; ERICK MORIN, Pretoria; KENNETH MILLER, Mexico; KENNETH ZINCKE; JAMES RUBINO; DENNIS DICK; ISIS PETERSON, Bonn; MICHAEL BUCCELLATO, Tegucigalpa; WILLIAM FORD; EARL ALPHIN; MURIEL FALVEY, London; RICHARD DOUGLAS, Ciudad Juarez; ALLEN KURTZ; MOOSA VALLI, Genoa; CLAIRE ZAVRID, Johannesburg; JANE FLORENCE, Karachi; HOWARD KEEGAN, Belize; ROBERT ARRIAGA, San Salvador. □

Foreign Buildings Office

New arrivals: ROSS S. COOK joined the office as its new executive officer, April 21. His background includes 20 years of administrative experience in the foreign affairs area, including assignments as chief, personnel operations for the Foreign Agricultural Service; more than two years of work on the Foreign Service Act of 1980; followed by a tour in Lagos. More recently he has served as deputy director, Office of Position and Pay Management. Much of his effort is expected to be directed to the increased management activities generated by recent and pending security-enhancement programs ... GAY W. MOUNT has joined as the assistant director for noncapital projects. He has served in the Department for 12 years, including service as administrative officer at the consulate general in Naples, Italy, and, for the past eight years, as program analyst in the Human Resources Management Division, Bureau of Personnel. Mr. Mount will be directing the new effort to plan, coordinate and manage building remodeling and upgrades (i.e., building additions, physical security, communications projects and electrical systems). This effort will involve coordination with all interested elements in the Department, plus the other agencies which the Department services overseas ... GERRI M. CASSE has joined the operations staff for the inter-American area, as assistant area officer with responsibility for the Caribbean. She replaces MARY JANE THOMAS, who is attending language classes in preparation for her assignment as general services officer in Prague.

Management: RICHARD N. DERTADIAN, director of the office, accompanied the assistant secretary for administration, DONALD J. BOUCHARD, and the East Asia bureau's JO ANN JENKINS on an administrative factfinding tour of the Far East. From May 3–17, they visited Hong Kong, Bangkok, Beijing, Tokyo, Osaka-Kobe and Seoul ... Mr. Dertadian met recently with the ambassador-designate to Cairo, FRANK WISNER, and with Ambassadors ARTHUR HARTMAN of Moscow and PAUL BOEKER of Amman, to discuss construction projects and building issues at their posts ... ROBERT R. BLACKBURN, deputy director in charge of capital construction projects, appeared with VICE PRESIDENT BUSH at the ribbon-cutting ceremonies to open the new embassy building in Riyadh, April 5 ... Since his return he has briefed a number of principal officers on current and projected projects at their missions: Ambassadors EDWARD ROWELL of Bolivia, CAROL HALLETT (designate) of the Bahamas, ROGER KIRK of Romania, DAVID NEWTON of Iraq, MICHAEL SOTIRHOS of Jamaica and DENNIS KUX (designate) of the Ivory Coast ... The deputy director for noncapital projects, HERBERT SCHULZ, met with JOHN GARON, administrative counselor in Monrovia, April 30, and with ambassador JOHN SCANLAN from Belgrade, on May 14, to discuss efforts to assist these posts with major noncapital improvements ... BERT LORA, construction engineer, who has been affiliated with the office since 1946, became a naturalized U.S. citizen on April 17. □

Office of Language Services

Russian staff interpreter CYRIL MUROMCEW, who retired June 3 after 28 years of service, was honored by his colleagues at a luncheon on May 15 ... Multilingual translator PAUL T. HOPPER joined the staff on May 12. He specializes in non-Romance European languages, including the German, Russian and Scandinavian languages and, in addition, handles French with ease, the office says ... Staff interpreter WILLIAM H. HOPKINS, who earned a doctorate from Indiana University in 1977, was awarded an honorary doctorate of humane letters, from Buena Vista College, Io.

Chief interpreter STEPHANIE VAN REIGERSBERG accompanied deputy secretary JOHN C. WHITEHEAD to Peru, Bolivia, Uruguay and Argentina, and assisted RITA BOREN with interpreting duties during the Washington visit of the president of Honduras ... Eleven office staff members and contractors are assigned to arms negotiations in Geneva ... VIVIAN CHANG has completed a trip around the country with Chinese Vice Premier YAO I LIN ... Staff translator AMY KRINSKY traveled to the University of Kentucky, to give a presentation on the use of word processors as a translation aid. □

African Affairs

Office of the Assistant Secretary: SECRETARY SHULTZ made the keynote address at the Department's conference for American religious leaders, June 2, in the Loy Henderson Conference Room ... Assistant Secretary CHESTER CROCKER and South Africa Working Group director J. DOUGLAS HOLLADAY addressed the all-day conference ... Mr. Crocker participated on the "Editor's Desk" program, May 23, aired nationally the following weekend ... On May 16 he participated in a briefing for the American Jewish Committee, at the session on Africa, in New York, May 27–29 ... Deputy assistant secretary PRINCETON LYMAN briefed the press, along with members of AID, in the Department, in preparation for the special session, and traveled to New York to participate in the UN special session on Africa, May 27–31.

Office of Regional Affairs: Desk officer BERNADETTE ALLEN was on temporary duty in New York, May 22–30. She arranged bilateral meetings for Mr. Crocker and CHARLES W. FREEMAN JR., and the under secretary for economic affairs, ALLEN WALLIS, with the heads of delegation, foreign ministers and finance ministers attending the UN special session on the critical economic situation in Africa ... She also

AFRICAN AFFAIRS—*Freddie J. Hughes*, left, retiring regional budget officer in Pretoria, South Africa, receives congratulations from *James B. Moran*, Bureau Executive Director. He retired after 40 years of Government service.

assisted Protocol with the arrival of Senegalese President ABDOU DIOUF in New York, May 24, and with the Secretary's May 28 reception in honor of the African heads of delegation. □

AFRICAN AFFAIRS—Assistant Secretary *Chester A. Crocker* presents Meritorious Honor Award and retirement plaque to *Izella Williams*, secretary in the Office of Western Africa Affairs, on her retirement after 43 years of Government service, 23 of them in the bureau.

Consular Affairs

Assistant Secretary JOAN M. CLARK spoke to participants at a consular automation workshop, at the Foreign Service Institute, on "The Future of Consular Automation," May 1 . . . On May 8 she presented a plaque to the diplomatic and congressional travel branch of Passport Services, on behalf of the National Security Agency, in appreciation for "the courtesy and prompt cooperation" they have given that agency in documenting official travel . . . Miss Clark testified before the House Foreign Affairs Subcommittee on International Operations, on "The Economic Impact of Terrorism on Tourism and Travel," May 15.

On May 15 VERNON D. PENNER JR., deputy assistant secretary for visa services, spoke in San Francisco, at the American Immigration Lawyers Association conference, on current visa developments in Washington and posts abroad. He was assisted by STEVE FISCHEL, chief, Regulations and Legislation Division, in roundtable discussions and question-and-answer periods. ALLAN W. OTTO, associate director, Visa Office, traveled to Mexico City, to attend an in-country consular conference, May 20–23 . . . On May 22 CHARLES STEPHAN, director, Diplomatic Liaison Division, Visa Office, spoke to the National Association of Foreign Student Advisers, in San Antonio, at its annual conference . . . ANITA BANKS and PETER KAESTNER, Systems Liaison and Procedures Division, assisted in the May installation of the immigrant visa application and control system in Kingston, Jamaica . . . In May DAVID HUSAR of that office provided user training on consular automated systems, in Tokyo and Jakarta, and traveled to Manila for a followup review of the automated system . . . From May 12–23 GARREN SMITH, Fraud and Documentation Division, attended the northern European consular workshop in Copenhagen . . . Mr. Smith traveled to Honolulu to testify, June 2, as an expert witness for the Department of Justice . . . JOHN SPIEGEL, Post Liaison Division, attended a Helsinki accords meeting on human contacts, in Bern, April 28–May 14 . . . During the week following, he visited Zurich, Bucharest, Warsaw and Paris, for consultations on visa operations . . . The following have departed the Visa Office: ELIZABETH ARNOLD, who retired on May 2; YVONNE SCOTT, who retired on May 3; DONNA HAMILTON, reassigned to Lima; SHARON HURLEY, reassigned to Frankfurt; DAVID O'LEARY, reassigned to Sydney; FAYE CARROLL, who went to the Foreign Service Institute; SHARMAN GRESHAM, who departed for the Bureau of Oceans and International Environmental Affairs; and MARVIN WILLIAMS, who went to the Foreign Affairs Information Management Division.

On May 15 JOHN H. ADAMS, director, Citizens Emergency Center, addressed students and faculty at Carleton and St. Olaf's Colleges, both in Northfield, Minn., on safe travel abroad . . . Mr. Adams was interviewed on the subject by Radio Station WCCO in Minneapolis . . . From May 14–18 CARMEN DiPLACIDO, director, citizens consular services, attended the annual conference of the American Immigration Lawyers Association, in San Francisco . . . TERESA HOBGOOD, Citizens Consular Services, represented Overseas Citizens Services at the Foreign Service Institute's consular workshop in Copenhagen, May 12–23 . . . On June 4 she taped a segment of the "Hour Magazine" program, for TV Station KTTV, Los Angeles. This segment, on international child custody and abduction, is scheduled to be aired nationwide on July 15.

HARRY L. COBURN, deputy assistant secretary for passport services, traveled to Tokyo, May 19–22, to observe testing trials for new passport printing equipment to be installed in Washington at the Government Printing Office . . . He traveled to Guam, May 23–24, to meet the governor and members of his staff who are responsible for the issuance of U.S. passports . . . WILLIAM L. CAMP, associate director for passport services, traveled to Boston, to interview candidates for the position of director of the Boston Passport Agency . . . VIVIAN A. FERRIN,

PANAMA—Participants in the overseas consular workshop, from left, front: *Sergio Miranda Sotelo*, Hermosillo; *Ana C. Villarreal Coindreau*, Monterrey; *Enna Margarita Palomeque-Rio*, Merida; *Patricia Salinas Orozco*, Matamoros; *Ivonne Raquel Mejia Trujillo*, San Salvador; *Katherine Peterson*; *Ana Maria Gorrino Diaz*, Tijuana. Second row: *Arturo Guajardo-Montemayor*, Nuevo Laredo; *Hilda Ortiz de Avila*, Ciudad Juarez; *Maria Eugenia Bulnes*, Tegucigalpa; *Beatriz Gomez de Flores*, Mexico; *Vilma Vega*, Managua; *Janice Eleanor Savery*, Belize; *Juan Figueroa*, Guadalajara. Third row: *Jose Roberto Rodriguez*, San Jose; *Annabella Castaneda*, Guatemala; *Leo Wollemborg*; *Barbara Belsito*.

associate director for management in Passport Services, retired, May 3, after 30 years' service with Passport Services. Friends and colleagues attended a luncheon in his honor at the Key Bridge Marriott, May 2 ... Miss Clark presented Mr. Ferrin the John Jacob Rogers Award for his service ... MICHAEL NEWLIN, deputy assistant secretary for consular affairs, presented him the Department's retirement plaque.

LEON CLAIR, processing assistant; CAROLYN COCHRAN, adjudication supervisor; TERRY GREEN, chief of adjudication; and KATHY WALKER, acceptance agent coordinator, Chicago Passport Agency, traveled to Lake Forest, Ill., to accept and coordinate passport applications for the Chicago Bears football team and its coaches and staff. The Bears are scheduled to play an exhibition game against the Dallas Cowboys in London in August ... Acceptance agents from the five-state Chicago region attended day-long passport application acceptance seminars given by Ms. Walker at the Chicago agency, June 3 and 6. RICHARD BECKMANN, fraud coordinator, presented the fraud detection portion of the program. Participants were given a tour of the Chicago agency after each session.

On May 7–9, SUSAN I. SHORT, acceptance agents coordinator, Seattle Passport Agency, traveled to Bismarck, N.D., to address the North Dakota clerks of court annual conference, regarding acceptance procedures and passport fraud. She also conducted training courses for postal and military passport acceptance agents ... EDWARD N. HART, regional director, Seattle Passport Agency, traveled to Las Vegas, May 28–29, to address a conference of Rotary Club district directors from the United States and Canada, on terrorism and travel abroad ... Deputy regional director Paul F. Bigelow, Seattle, visited Portland, Ore., May 29, to participate in a seminar sponsored by the Immigration and Naturalization Service's outreach program, designed to assist refugees and undocumented aliens in regularizing their status in the United States ... He addressed a group of voluntary agency representatives on procedures associated with qualifying for "stateside criteria" immigrant processing at U.S. consular posts in Canada and Mexico.

LYNDA MARIE FENNELL, a data transcriber at the Boston Passport Agency, was selected as the clerical employee of the year by the Boston Federal Executive Board. She was honored at its annual "Excellence in Government" awards program, which recognized 12 public employees who were said to exemplify the ideals and standards of public service. □

East Asian and Pacific Affairs

Assistant Secretary GASTON SIGUR addressed the U.S.-Japan Economic Agenda organization, June 2, on "U.S.-Japan Relations: Perspective and Proportion." ... He testified on the Philippines, June 3, before the Senate Foreign Relations Committee ... Principal deputy assistant secretary JOHN C. MONJO testified, May 15, with other administrative witnesses, before the House Subcommittee on Asian and Pacific Affairs, on the proposed supplemental aid package to the Philippines ... On May 22 he traveled to New York, to attend a meeting of the executive committee on the U.S.-Philippine Chamber of Commerce, at which the under secretary for political affairs, MICHAEL H. ARMACOST, was one of the key speakers ... Mr.Monjo attended a May 29 meeting of the U.S.-Indonesian Chamber, in New York, where the guest speaker was Indonesian Ambassador SOESILO SOEDARMAN ... On June 4 Mr. Monjo accompanied SECRETARY SHULTZ to New York, where the Secretary addressed the Foreign

BEIJING, China—At award ceremony, Ambassador *Winston Lord*, center, with security engineering officer *Bobby R. Noel*, left, (meritorious step increase) and Seabee *William F. (Beetle) Bailey* (Navy Commendation Medal).

JAKARTA, Indonesia—*Timothy M. Mahoney*, left, receives meritorious step increase from chargé *Richard C. Howland*, for developing a programmatic approach to evaluating and monitoring AID programs.

Policy Association ... Mr. Monjo participated in a June 5–6 "Senior Conference" at the U.S. Military Academy, West Point. The topic was "Pacific Basin: An American Strategy for the 1990s." ... Deputy assistant secretary WILLIAM C. SHERMAN attended the Japan Society annual dinner, in New York, June 5 ... Deputy assistant secretary JAMES A. LILLEY traveled to San Francisco, to greet Vice Premier YAO YILIN of China, who arrived there, May 12, from China. He accompanied the vice premier to Washington ... On May 27 Mr. Lilley gave a speech on U.S.-Chinese relations, before the board of directors of the National Council for U.S.-China Trade, at the Madison Hotel.

The Office of China Affairs director, RICHARD WILLIAMS, and economic officer STEVE SCHLAIKJER attended a symposium on U.S.-China relations, sponsored by the Aspen Institute, at Wye, Md., May 4–7 ... On May 1, in Denver, deputy director CHRIS SZYMANSKI spoke on trade and investment opportunities in China, at a conference sponsored by the Rocky Mountain Institute of Foreign Trade ... JOAN PLAISTED, deputy director for economic affairs, traveled to Beijing, as a member of the U.S. delegation to the sixth U.S.-China Joint Economic Committee meeting, May 8–10 ... On April 21 country officer MORTON HOLBROOK discussed economic relations with China and Japan, at Bethel College, McKenzie, Tenn ... He addressed the McKenzie Kiwanis Club, April 22, and spoke on U.S.-China relations that evening at Brescia College, Owensboro, Ky ... On April 24 he addressed a conference sponsored by the U.S.-China People's Friendship Association, in Washington ... HOWARD STOFFER, political-military desk officer, traveled to Salt Lake City and Provo, Ut., March 27–28, and spoke to civic, media and university groups on Sino-U.S.-Soviet affairs ... He met with civic and university groups, May 5, in Boise, Id., and discussed U.S.-China relations and developments in military cooperation.

ROBERT B. DUNCAN, director, Office of Economic Policy, traveled to New York, June 3–5, to attend the Columbia University conference on "Japan and the United States Today." ... PAMELA SMITH has joined the economic policy staff ... RICHARD L. WILSON has taken up his duties as director for Indonesia, Malaysia, Brunei and Singapore affairs; he previously was the economic counselor at the embassy in Indonesia ... He traveled to The Hague for the annual meeting of the Inter-Governmental Group on Indonesia, June 17–19, as part of the U.S. delegation headed by CHARLES GREENLEAF, assistant administrator, Bureau for Asia and the Near East, AID ... PETER HIGGINS, economic-political counselor in Singapore, had consultations in Washington, the week of May 26, and was to be on home leave through June. Shortly after he returns to Singapore, he will begin his assignment as deputy chief of mission ... JOHN HOOG will replace Mr. Higgins as economic-political counselor ... THOMAS J. NAVRATIL has been added to the staff of the Office of Korean Affairs ... HARRIET ISOM and DAVID STRAUB were to leave that office at the end of June, to be replaced by DAVID BLAKEMORE and TED KLOTH ... Ambassador RICHARD L. WALKER returned to Seoul, June 6, after consultations and leave in the United States ... ERNEST H. PREEG, senior economic adviser for the Philippines, attended the World Bank Consultative Group meeting on the Philippines, in Tokyo, May 29–30.

JOSEPH A.B. WINDER, deputy chief of mission, Bangkok, was in Washington for consultations, June 10–12 ... JOHN MERANTE of Caracas has joined the Thai-Burma desk as economic officer. He replaces JANET MALKEMES, who begins the economic course at the Foreign Service Institute in July ... Regional affairs officer MIKE PRIVITERA escorted the 1985–86 class of White House fellows to China, Hong Kong and South Korea, May 21–June 3, meeting with national and local government figures, American businessmen and Department officials. The foreign policy study trip, an annual event in the fellows' yearlong program, took the group to the Chinese cities of Beijing, Shanghai, Hangzhou and Guangzhou, as well as to Seoul, Pusan and the border village of Panmunjom in South Korea. This year's 14-member class includes: KAREN GALATZ, ARNOLD RACHLIS and RONALD QUINCY, State Department; ALEX DIMITRIEF, CHARLES KUBIC and KIEN PHAM, White House; JOHN BARRY, National Aeronautics and Space Administration; THOMAS BENNETT, Treasury; JERI ECKHART, Labor; JERROLD LUNDQUIST, Transportation; TOM PARRIS, Office of Management and Budget; CHARLENE QUINN, Health and Human Services; ANN RONDEAU, Justice; and RICHARD SYBERT, Defense ... LUCILLE ZAELIT, secretary in the front office, departed, June 10, for home leave and transfer to Hong Kong ... DARIA NOVAK has rejoined the bureau, in the public affairs office. □

SINGAPORE—Foreign Service national employees *Chan Hiang Koon*, procurement, second from left, and *Ali bin Hussein*, chauffeur, second from right, receive retirement certificates. Others, from left: *James L. De Keyser*, general services officer; Ambassador *J. Stapleton Roy*, *Edward F. Conyngham*, public affairs officer.

Economic and Business Affairs

Assistant Secretary DOUGLAS McMINN, deputy assistant secretary E. ALLAN WENDT, and DANIEL SERWER, director, Office of Energy Consumer-Country Affairs, represented the United States at the April 11 meeting of the governing board of the International Energy Agency. Preceding that meeting was the April 8–9 meeting of the standing group of long-term cooperation, which was chaired by Mr. Wendt ... Mr. Serwer participated in Harvard University's two-day international conference on "Managing Oil Market Risk," May 8–9 ... HERB YARVIN attended the Data Resource, Inc., seminar on "The Return to Cheap Oil," in New York, April 28 ... STEVE ORDAL attended the March 28 meeting of the group, in Paris ... CHARLES HIGGINSON, director, Office of Energy Producer-Country Affairs, attended a meeting of the International Energy Agency's standing committee on oil markets, June 2–3, in Paris ... THOMAS MARTIN, deputy in the office, headed the U.S. delegation to a May 28 meeting of the agency's ad hoc group on international energy relations.

The deputy assistant secretary for transportation affairs, JEFFREY N. SHANE, traveled to

London, May 27–30, to conduct civil aviation negotiations ... SAMUEL C. KEITER, director, Office of Aviation Negotiations, was a member of the U.S. delegation ... CHARLES ANGEVINE, special negotiator for transportation affairs, chaired the U.S. delegation to civil aviation negotiations with France, June 3–6, in Washington ... He chaired the U.S. delegation to the U.S./Australia civil aviation talks, in Washington, May 28–30 ... He traveled to Brazil, May 7–9, to discuss remittance problems ... ERWIN VON DEN STEINEN, director, Office of Aviation Programs and Policy, spoke about public perception of the terrorist threat to civil aviation, at a symposium sponsored by the Airport Operators Council International, May 15, in New York.

JOHN R. RIDDLE, Office of Development Finance, represented the Department on an interagency delegation, at the second round of Inter-American Development Bank replenishment negotiations ... The U.S. Government delegation met with representatives of other member countries, May 19–21, in Buenos Aires ... RAY MARIN, Office of Development Finance, participated in the Organization for Economic Cooperation and Development negotiations on export credits, in Paris, May 20–23.

People: BRUCE STRONG of the Department of Commerce's International Trade Administration has been detailed to the bureau as deputy director, Office of Business and Export Affairs ... Other new employees include SHARON VILLAROSA, Office of Investment Affairs, and SETH WINNICK, Office of Monetary Affairs. □

PARIS, France—Ambassador *Joe Rodgers* observes "National Secretaries Day" with embassy secretaries, left to right: *Jacqueline Wolfe, Helen Phillips-Murard, Camille Napoletano Gerwig, Lisa Gillon, Patricia Powers, Ruth Schaffner, Kathleen Snider, Annie Lenhart, Denise Smith, Estelle Aubin, Anne May Chew.*

European and Canadian Affairs

Office of the Assistant Secretary: Assistant Secretary ROZANNE L. RIDGWAY accompanied SECRETARY SHULTZ to Halifax, May 28–30, to participate in the NATO ministerial and bilateral meetings with European foreign ministers. Other front office personnel traveling to Halifax included deputy assistant secretary CHARLES H. THOMAS and special assistant NADIA TONGOUR. Prior to the trip, Mr. Thomas, on May 22, briefed correspondents at the Foreign Press Center on the NATO ministerial ... Principal deputy assistant secretary WILLIAM M. WOESSNER participated in a conference on "Divided Germany," at Ditchley Park, England, May 9–11; conducted political consultations in Berlin, Vienna and Frankfurt, May 12–23; and attended a workshop on "U.S.-West German views on Security Issues," organized by the Friedrich Ebert Stiftung in Bonn, May 26–28 ... Deputy assistant secretary MARK PALMER was the keynote speaker for Foreign Service Day, May 2 ... On May 4, he participated in a conference on "The Gorbachev Era," in Ottawa, Canada ... Deputy assistant secretary M. JAMES WILKINSON made two trips to New York, May 9 and 28, for Cyprus-related meetings ... He addressed the Merrill Lynch Advisory Council, in Washington, May 30.

FRANKFURT, West Germany—Consul general *William Bodde* with *Ilse Wenda*, who retired after 26 years as Frankfurt's language instructor.

Office of Canadian Affairs: Director CARROLL BROWN participated in a pre-advance trip to Victoria, Vancouver and Ottawa, Canada, May 19–21, in preparation for VICE PRESIDENT BUSH's June 10–13 journey.

Office of Central European Affairs: Traveling to Halifax for the NATO ministerial, director HARRY GILMORE and GEORGE GLASS participated in the Berlin quadripartite events ... JIM LANE accompanied Mr. Woessner to East Berlin, May 15–16, for political consultations with East German officials.

Office of Eastern European and Yugoslav Affairs: Deputy director NICHOLAS R. LANG accompanied Department counselor EDWARD DERWINSKI to Bucharest, May 26. He subsequently spent several days in Belgrade assisting with the visit of Under Secretary MICHAEL ARMACOST.

Office of Soviet Union Affairs: Ambassador ARTHUR A. HARTMAN (Moscow) had legislative and executive branch consultations in Washington, May 15–June 2 ... Director MARK R. PARRIS addressed a working group of the American Jewish Congress' national conference, in Washington. He spoke on U.S.-Soviet relations and Soviet Jewry ... JOHN M. EVANS has replaced B. LYNN PASCOE as deputy director of the office.

Office of European Security and Political

Affairs: ERIC REHFELD, special assistant, participated as a member of the U.S. delegation to the spring NATO conference of senior logisticians, the week of April 15 ... The U.S. delegation was headed by Assistant Secretary of Defense JIM WADE and the Joint Chiefs of Staff's Vice Admiral W.J. COWHILL ... Mr. Rehfeld participated in the newly-formed NATO Communications and Information Systems Committee, as part of the U.S. delegation headed by deputy assistant secretary of defense TOM QUINN and the Joint Chiefs' Lieutenant General CLARENCE McKNIGHT, the week of March 5 ... Both meetings were held at NATO headquarters in Brussels ... Office director RAY CALDWELL accompanied the Secretary of Defense to the spring meeting of the NATO Defense Planning Committee, in Brussels, May 22 ... RAY CALDWELL, GEORGE WARD, MICHAEL KLOSSON and EILEEN BIERNACKI traveled to Halifax, in support of the Secretary's participation in the ministerial meeting of the North Atlantic Council, May 28–30.

Office of Northern European Affairs: Visiting the Department on consultation were Ambassadors MARGARET M. HECKLER (Dublin), L. NICHOLAS RUWE (Reykjavik) and TERENCE A. TODMAN (Copenhagen), who also traveled to Syracuse University and Morgan State University to receive honorary degrees, and consul general SAMUEL BARTLETT (Belfast).

Office of the Executive Director: Post management chief BERNARD J. WOERZ visited Paris, Antwerp, Brussels, Copenhagen, Bern and Geneva, to consult with posts and help them focus attention on budget reductions and other management issues ... Personnel chief JOHN M. O'KEEFE transferred to Manila, effective June 16; his replacement is MORRIS (RUSTY) HUGHES ... Also leaving the Executive Office are ELLIOTT R. LIEF, budget; WAYNE K. LOGSDON and MARY C. PENDLETON, post management ... Visiting Washington as part of the bureau's Foreign Service national employee training program were ARAKEL S. ALEXANIAN, Athens; CHRISTIANE DE MOISSAC, Paris; and MICHAEL G. STEPHEN, Bonn. □

FOREIGN SERVICE INSTITUTE—Graduates of the March information systems training class, left to right (front row): *Gillian Keys*, Johannesburg; *Cindy Bonderoff*, Vancouver; *Malia Scanlan*, Belgrade; *Carol Andren*, Stockholm; *Houry Baharian*, Riyadh; *Chuck Bennett*, Beijing; *Fathy El Demerdash*, Cairo; *John O'Leary* (training assistant), Islamabad; *Ben Acton* (coordinator). Back row: *March Wheatley* (chairman); *Michael Mandana Lanata*, Kinshasa; *Jim Reid*, Wellington; *Marina Mena*, Ciudad Juarez; *Cécilia Lee*, Singapore; *Dick Crehan*, Johannesburg. *(Photo by Lloyd McKenzie)*

Foreign Service Institute

JOHN W. McDONALD spoke to the "Great Decisions" group in Arlington, Va., on Third World development issues, March 3 ... He lectured at the Foreign Service Institute, March 4 and 6, on "The Art of Negotiation" and the "UN Security Council." ... He attended the International Studies Association conference, in Anaheim, Calif., March 27–29, and spoke on "Track II Diplomacy" and "Multilateral Diplomacy." ... He spoke to Kent State University students, on "The United Nations Today," April 16 ... On April 25 he spoke at the University of Maryland Law School, Baltimore, on "The Art of Negotiation." ... On April 28, in Washington, he spoke to the National Conference of Rehabilitation International, on "The International Decade of Disabled Persons."

DAVID SCOTT PALMER, associate dean for programs and chairman for Latin American and Caribbean studies, published an article, "Rebellion in Rural Peru," in the January issue of Comparative Politics. His study, "The Latin American Military Institution," of which he is a coauthor, was recently published by Praeger ... PETER BECHTOLD, chairman, Near East/North African area studies, gave the dedication address at Baltimore Hebrew College, April 20. His topic was "The Middle East: What Next?" ... KENDALL MYERS, chairman, western European studies, gave an orientation lecture on German politics, for congressional staffers, prior to their trip to West Germany, April 11 ... The regional language training supervisor for Spanish, MARTHA GOWLAND, traveled to Santo Domingo and Guatemala City, February 15–March 13. While visiting these two posts, she administered language proficiency tests, reviewed the post language program and, while in Santo Domingo, visited the Entrena language school ... BILL GRANARA, regional language training supervisor for Arabic, traveled to Tunis, Cairo, Damascus and Amman, March 21–April 15 ... He visited the Field School in Tunis, where he reviewed the school operation with school director BONNIE ANDERSON ... On a stopover in London, he toured the Foreign Office field school ... The regional language training supervisor for Spanish, SUSANA FRAMINAN, visited San Jose and Tegucigalpa, April 7–19. While on this trip, she administered language proficiency tests and reviewed the post language programs.

New employees at the institute include BETH CLETO, School of Language Studies; PATRICIA EDWARDS, Registrar's Office; DEE HAHN-ROLLINS, School of Professional Studies; ANTHONY SPAKAUSKAS, administrative training; WABI ABOUDOU and SOLOMON ATAYI, French language instructors; STELLA VANDERVEEN, Italian; SEMA ESENER, Turkish; MOHMOND ELGIEALI, Arabic; SUNDA KINGSLY and KYI KYI MYINT, Thai; ZHANNA KARTSEVA, Russian; and VERA LAPCEVIC, Serbo-Croatian. □

Human Rights and Humanitarian Affairs

Assistant Secretary RICHARD SCHIFTER was interviewed by SERGIO LOPEZ-MIRO for Radio Marti, on the bureau's report, "Human Rights in Castro's Cuba." ... He addressed a conference at Marymount College, Arlington, Va., sponsored by Religion in Communist-Dominated Areas. The subject was the differentiated U.S. human rights policy in eastern and central Europe ... On the occasion of Andrei Sakharov Day, Mr. Schifter read a presidential proclamation at a tribute to Mr. Sakharov at New York's Town Hall ... In the Department, Mr. Schifter discussed U.S. human rights policy, at a

workshop with the American Jewish Committee ... He addressed the International Human Rights Law Group at the National Press Club, in honor of JAIME CARDINAL SIN ... He addressed the American Psychiatric Association annual meeting, on "Human Rights as an Aspect of International Diplomacy," briefed the Baltimore Sun editorial board, and spoke before the Baltimore Council on Foreign Affairs, on the foundation of the American consensus in support of factoring human rights into U.S. foreign policy ... He recorded a statement for Voice of America in commemoration of the 10th anniversary of the founding of the Helsinki monitoring group ... BRUCE CONNUCK and ED ATKINS traveled to Bern for the conference on human contacts ... TOM WILLIAMS has joined the bureau as director for multilateral affairs and human rights programs ... ROBERT RACKMALES is the new regional director. □

SAN SALVADOR—*Jose Mauricio Duarte Castro*, Foreign Service national in the consular section, receives letter of commendation from *Laura Dietrich*, deputy assistant secretary for human rights and humanitarian affairs.

Intelligence and Research

Office of The Geographer: GEORGE J. DEMKO, director, presented a lecture at the George Washington University seminar on Latin America, "Political Geographic Interactions Between Moscow and the USSR: A Soviet Perspective," June 5 ... He spoke at the Sergeant Majors Academy, Fort Bliss, Tex., on "The Geography of Terrorism," June 25.

Office of Analysis for Near East and South Asia: Deputy director and South Asia Division chief RON LORTON traveled to London, for consultations with Embassy London and the British, April 27–30 ... India analyst WALTER ANDERSEN attended the seventh U.S.-Soviet conference on Asia, at Lake Tahoe, May 19–23 ... He addressed Fulbright scholars assigned to South Asia, on regional politics in the subcontinent, June 3 ... ALAN MAKOVSKY, Jordan analyst and acting analyst for Israel, spoke at two panels on terrorism, at the Delaware youth conference in Dover, May 12 ... He attended a conference on Middle East affairs, at Rutgers University, June 9–10 ... Pakistan analyst ELIZA VAN HOLLEN and Afghanistan analysts CRAIG KARP and PAUL TROTTIER attended a seminar on the effects of war on the Afghan people. The seminar was hosted by Georgetown Center for Strategic and International Studies, April 21.

Office of Analysis for Western Europe: GLENN R. CELLA, director, traveled under USIA auspices to Switzerland, Yugoslavia, Turkey, Greece and Bulgaria, May 1–21. He delivered a series of lectures and engaged in other public affairs activities, in which he concentrated primarily on U.S. arms control policy. Prior to

INTELLIGENCE AND RESEARCH— Director *Mort Abramowitz* presents the Dennis W. Keogh Memorial Award to *Richard M. Hermann*, right, former member of the Current Intelligence Staff, who was selected by his colleagues as the officer best representing "high standards of leadership and professionalism." The award is named for the former chief of the staff, who was killed while on temporary duty in Namibia in 1984.

returning to Washington, he attended the spring meeting of the North Atlantic Assembly, in Luxembourg, and the seventh European-American workshop on Current Security Issues, sponsored by the Friedrich Ebert Foundation in Bonn ... F. HERBERT CAPPS, deputy director, attended the Society for Advancement of Scandinavian Studies annual meeting, at Luther College, Decorah, Io., May 1–4 ... He lectured at the Foreign Service Institute to officers assigned to Scandinavian missions, on the role of domestic factors in Scandinavian foreign and defense policies, May 9.

Office of Analysis for the Soviet Union and Eastern Europe: PAUL GOBLE, analyst, met with Ukrainian and Jewish groups in Boston and New York, March 31–April 1, and spoke on Soviet nationality theory and the 27th party congress, to the Midwest Slavic Conference, in Madison, Wisc., April 19 ... He presented the paper "Seedbeds of Communism: Moscow's Plan for the Sovietization of Afghan Youth," to a conference on Afghanistan at Georgetown University, April 21 ... MARTHA MAUTNER, deputy director, participated in a panel discussion on U.S.-Soviet Relations, at the Mount Holyoke College Washington Internship Program anniversary, in Washington, April 19 ... IGOR BELOUSOVITCH attended the conference on Soviet Jewry at Baltimore Hebrew College, April 20. □

RIO DE JANEIRO, Brazil—On his retirement from the Foreign Service, *Wilbert Roebuck Jr.*, communications program officer, left, receives certificate of appreciation from consul general *Alfonso Arenales* for his almost 30 years with the U.S. Government.

Inter-American Affairs

Office of Central American and Panamanian Affairs: RICHARD R. WYROUGH, coordinator for Panama affairs, accompanied by JEANNE M. PRYOR, canal study officer, traveled to Panama, June 1–6, to participate in the inaugural ceremony and first board meeting of the tripartite Canal Alternatives Study Commission ... NORMA HARMS, Nicaragua desk officer, traveled to Miami, June 6–7, to attend a dinner in honor of Father LEON PELAIS, who is active in rendering assistance to Nicaraguan refugees, and to review the situation of the Nicaraguan exile community ... JOHN HAMILTON, regional affairs officer, accompanied special envoy PHILIP C. HABIB to Costa Rica, Guatemala and El Salvador, May 31–June 3. Consultations were also held with Honduran, Costa Rican and Salvadoran experts, on Contadora, May 13–14 ... A *despedida* was held in the office in honor of DAVID DLOUHY, deputy director, and MARY EDNA GIACOMIN, secretary for the coordinator, May 30, in recognition of their pending departures for El Salvador and the Bureau of Human Rights and Humanitarian Affairs, respectively.

Office of Regional Political Programs: P. PETER SARROS, director of regional political programs, visited Tulsa, June 3–4, where he addressed the Sunoco Forum, provided editorial backgrounders to the Tulsa World and Tulsa Tribune, and a radio interview on KRMG ... On June 6 he provided backgrounders on Central

INTER-AMERICAN AFFAIRS—*Bob Beckham*, Office of Regional Economic Policy, receives Superior Honor Award from deputy assistant secretary *Paul Taylor*, for his work as a section chief on the Central American Initiative and on budget issues. *(Photo by Doris Alston)*

America to the Philadelphia Inquirer, the New York Journal of Commerce and the Mail Tribune of Medford, Ore. ... Colonel JAMES B. SIVELLS, politico-military officer, briefed students and staff at Wright-Patterson Air Force Base, on Central American issues, May 21.

Office of Andean Affairs: The ambassador to Colombia, CHARLES A. GILLESPIE JR., was in Washington, June 2–6, and the ambassador to Ecuador, FERNANDO E. RONDON, was here June 23–27 ... Bolivia desk officer BARBRO OWENS left the office, May 12, for Spanish language training at the Foreign Service Institute, in preparation for her onward assignment to San Salvador ... PAUL WISGERHOF, former economic counselor in Lima, has been detailed to Andean Affairs through the end of the summer, and is now acting deputy director and acting Bolivia desk officer ... Chile desk officer JIM SWIGERT visited Santiago for consultations and orientation, May 10–18. During his stay he joined Ambassador HARRY BARNES on a trip to Chile's north, with labor attache DON KNIGHT. □

U.S. Mission to the Organization of American States

On May 15 Ambassador RICHARD T. McCORMACK accompanied Assistant Secretary ALAN KEYES to a hearing on the budget for the Bureau of International Organization Affairs, before the Subcommittee on Western Hemisphere Affairs of the Senate Appropriations Committee ... Mr. McCormack provided remarks concerning U.S. contributions to the Organization of American States ... He then attended a luncheon hosted by Congressman TOM PETRI (R.-Wisc.) in honor of LUIS ALFONSO CABRERA HIDALGO, president of the Congress of Guatemala, and FRANCISCO VILLAGRAN, vice foreign minister of Guatemala ... The visiting mayor of San Juan, Puerto Rico, BALTAZAR CORRADA, paid a courtesy call on Mr. McCormack, May 20 ... On May 27 Mr. McCormack conducted a meeting to follow-up on the inter-American specialized conference on traffic in narcotic drugs, held in April in Rio de Janeiro. The meeting was attended by Department of Justice officials JAMES KNAPP, RON GAINOR and CHARLES SAPHOS; MARK DION, deputy assistant secretary in the Bureau for International Narcotic Matters; and members of Mr. McCormack's staff, LOWELL FLEISCHER and ROBERT M. SAYRE ... On May 27 Mr. McCormack gave a briefing at State, to visiting members of "The President's Committee" of Citizens for the Republic, on problems of attracting investment to Latin America ... He led the U.S. delegation to the protocolary meeting of the permanent council of the Organization of American States, May 28, held in honor of JOSE SIMON AZCONA HOYO, president of Honduras, who spoke about Central America ... Mr. McCormack spoke at the annual conference of the National Council of Hispanic Women, June 2, at the National Press Club, on investment in Latin America ... On June 1 RICHARD HINES joined the staff of the mission, as senior political adviser ... Senior political adviser LOWELL FLEISCHER is serving as acting deputy chief of mission. □

International Communications and Information Policy

DIANA LADY DOUGAN, U.S. coordinator and director for information policy, accompanied by BOHDAN BULAWKA, special assistant, consulted with senior communications, foreign and economic ministry officials, in Bonn, London, Dublin and Paris, April 30–May 9 ... She participated in the semiannual meeting of the Board of International Broadcasting, in Munich, April 26–27, and gave an opening address at the International Radio Consultative Committee plenary assembly, in Dubrovnik, Yugoslavia, May 12 ... LEONARD MARKS, U.S. High Frequency World Administrative Radio Conference chairman, traveled with Ms. Dougan in Bonn and London, to discuss the upcoming conference, slated for January.

RICHARD SHRUM, director, Office of International Radiocommunications, headed the U.S. delegation to the 16th plenary assembly of the International Communication Union's International Radio Consultative Committee, in Dubrovnik, Yugoslavia, May 12–23 ... WARREN RICHARDS and SANDRA PECTOL, same office, were on the delegation and participated in the meeting. The committee studies technical and operational issues in the field of radiocommunications, and seeks to adopt recommendations on them. The plenary assembly dealt with the entire range of radio, from communications satellites to land mobile systems, from TV broadcasting to deep space research. Seventy-five countries and more than 400 delegates attended.

On May 27 TIMOTHY C. FINTON, Office of Planning and Analysis, participated in the first meeting of the U.S.-Canada Ad Hoc Committee on Retransmission Rights, at the Library of Congress. This group has been formed to discuss copyright problems in transborder broadcasting, and to reach interim solutions pending the adoption of a new Canadian copyright law. The bureau has the U.S. Government responsibility of ensuring copyright protection for programming in the approval of U.S. domestic satellites for transborder broadcasts by the Federal Communications Commission. The second meeting of the committee will be in Ottawa in September.

DOMENICK IACOVO, deputy director, Office of Technical Standards and Development, headed the U.S. delegation to the International Telecommunication Union's Consultative Committee for International Telegraph and Telephone "Special S" Study Group meeting, in Geneva, May 27–June 4. "Special S" is responsible for examining the current work structure and work methods within the consultative committee for international telegraph and telephone ... D. CLARK NORTON, Office of External Relations represented the Department at a meeting of the Advisory Group on the Center for Telecommunications Development, in Geneva, June 5–7. The center has been established under the International Telecommunication Union, as a cooperative effort between governments and private industry to promote communications development in developing countries ... ISHMAEL LARA, Office of Regulatory Affairs, represented the Department at the International Telecommunications Satellite Organization's 16th meeting of signatories, in Panama City, April 7–10.

People: ALLEN OVERMYER has been appointed director of the Office of External Relations ... NORMAN ACHILLES, a Foreign Service officer, has been assigned to the Office of Technical Standards and Development ... NEAL WALDROP, a Foreign Service officer, is joining the Office of External Relations. □

International Narcotics Matters

Acting assistant secretary ANN WROBLESKI and program officer DIANNE GRAHAM traveled to Madrid, Spain, May 20–22, where Ms. Wrobleski delivered the opening address to European directors general of customs organizations ... They then traveled to Vienna, to meet with key officials of the UN narcotics agencies ... The primary focus of the meetings was to discuss preparations for the 1987 world conference on drug abuse, illicit trafficking and the status of the drafting of a new convention on drug trafficking. □

International Organization Affairs

Assistant Secretary ALAN L. KEYES accompanied the Secretary to New York for the opening of the UN Special Session on Africa ... He debated the "Crisis at the United Nations" with former UN Ambassador ELIOT RICHARDSON, on Howard University's live-televised program, "Evening Exchange" ... He testified before the Senate Subcommittee on Foreign Operations and addressed the Citizens for the Republic, in the Department's Loy Henderson Conference Room ... Mr. Keyes spoke on "Conscience and Diplomacy," before the Council on Religion and International Affairs, in Boston ... He addressed the B'nai B'rith Anti-Defamation League, in New York ... He spoke before the World Affairs Council of Washington, on "UN Renewal or Decline." ... He participated in the Department's briefing for media representatives and addressed the foreign policy conference of the National Minority and Women's Organization, on "Global Overview," in the Loy Henderson Conference Room ... He participated in the John M. Olin Center's conference

"America's Role in the World," in Paris, and the Stanley Foundation's 21st conference on the United Nations, in Quebec City.

Deputy assistant secretary LAURA GENERO participated in the first session of the Economic and Social Council, April 29–May 23, in New York, as did BEVERLY ZWEIBEN and ERNEST GRIGG of the Office of Human Rights and Women's Programs ... Mr. Grigg, officer-in-charge of women's programs, accompanied MAUREEN REAGAN to Swaziland, April 23–28, to attend the coronation of King MSWATI III ... Acting deputy assistant secretary MILTON KOVNER traveled to Athens, Belgrade, Dublin, Madrid and Valletta, June 14–28, for consultations ... GIL KULICK, deputy director, UN Political and Multilateral Affairs Office, traveled to Ottawa, June 15–16, with Mr. Keyes, for bilateral consultations ... STEPHEN CROMWELL, Office of International Conference Administration, served as administrative officer at the International Telecommunications Union conference in Dubrovnik May 12–23 ... CAROLE MEDEIROS of the office served as documents officer to the Conference on Security and Cooperation in Europe, in Bern, April 30–May 26 ... LOUIS DEANER, director of the office, attended the Federal Executive Institute in Charlottesville, Va., May 12–June 6 ... ANTONIO GAYOSO, director, Office of International Development Assistance, and HARRY GLAZER, chief, Economic Development Division, same office, participated in the 33rd session of the UN Development Program governing council, as alternate representative and adviser, respectively. The council met in Geneva, June 2–29, and reviewed 50 country programs for the fourth cycle, 1986–91 ... HARTFORD T. JENNINGS, acting director, Office of International Development Assistance, consulted with MILLICENT FENWICK, U.S. representative to the UN Food and Agriculture Organizations in Rome, during her visit to Washington, June 16–18 ... LUCY TAMLYN, Agriculture Development Division, Office of International Development Assistance served as an adviser on the U.S. delegation to the World Food Council's 12th ministerial session, in Rome, June 16–18.

People: LINDA O'BERY transferred from the Bureau of Consular Affairs to the Office of U.S. Budgetary Presentation and Payments ... ROBERT LOOSLE, Office of International Conference Programs, resigned ... ELIZABETH BURN, Office of the Deputy Assistant Secretary for International Social and Humanitarian Affairs, resigned ... DONALD C. ELLSON transferred from the Bureau for Refugee Programs to the Office of International Development ... MARGARET BARRETT, Office of UN System Recruitment, retired. □

Legal Adviser's Office

MARY MOCHARY, deputy legal adviser, traveled to Columbus, O., to address Army Adjutants General on "The U.S. Response to International Terrorism." ... She was a principal speaker at the William Penn Association, in Pittsburgh, at its centennial banquet ... MALVINA HALBERSTAM, counselor on international law, was a luncheon speaker at the symposium on terrorism and transportation, at the Dirksen Senate Office Building ... She lectured at the American Jewish Congress convention, on the "Elimination of Discrimination Against Women." ... PETER PFUND, assistant legal adviser for private international law, traveled to New York, to chair a meeting of the study group on international negotiable instruments, at the United Nations ... DAVID SMALL, assistant legal adviser for economic, business and communications affairs, traveled to London, to attend meetings on Libya sanctions ... He traveled to Williamsburg, Va., to speak at the intelligence community legal conference on U.S. economic sanctions ... SAMUEL WITTEN, attorney-adviser for international claims and investment disputes, traveled to The Hague, Netherlands, to present the position of the United States on behalf of the Carolina Brass Co., at hearings before the Iran/U.S. Claims Tribunal ... He traveled to Italy, to do research on an international arbitration case ... DAVID BALTON, attorney-adviser for the Office of Claims and Investment Disputes, traveled to McGuire Air Force Base, N.J., to review documentation for a claim before the Iran/U.S. Claims Tribunal, concerning Iran's foreign military sales program ... JONATHAN SCHWARTZ, an attorney-adviser in the Office of Nuclear Affairs, traveled to Tokyo, for negotiation of an agreement for peaceful nuclear cooperation.

People: LAURINDO JOHNSON of the Message Center departed to accept a position with the Foreign Affairs Information Management/Record Service Center, as an archive technician ... The office welcomed back GAYLE TEICHER from extended leave ... The Office of Law Enforcement and Intelligence welcomed BEVERLY HOLMAN, who came from the Bureau of Intelligence and Research. □

ROME, Italy—At the U.S. mission to the UN Agencies for Food and Agriculture, Ambassador *Millicent H. Fenwick*, third from left, presents awards to (from left) *Allan R. Furman, H. Peters Strong* and *Patricia A. Zanella* of AID, and to deputy chief of mission *Edmund M. Parsons*.

Management

Office of the Under Secretary

WILLIAM I. BACCHUS has replaced DWIGHT N. MASON as the legislative affairs officer. He was the director of the Policy and Coordination Staff in the Bureau of Personnel. Mr. Mason has departed for his onward assignment as deputy chief of mission in Ottawa. □

Office of Equal Employment Opportunity and Civil Rights

Between June 1–11, CLARENCE E. HODGES, deputy assistant secretary, visited Embassies Moscow, Warsaw and Copenhagen, where he conducted equal opportunity reviews and spoke with embassy personnel about the Department's policies and programs ... On June 9 the office cosponsored, with AID, a self-protection program. Lieutenant JIM BULLARD

of the Memphis Police Department led members of the audience through defenses against attacks ranging from flirty molestations to serious assaults. The program, popularly dubbed the "Memphis Message," sought a change of attitude toward the threat of crime and in one's response to it. □

Family Liaison Office

Community liaison office coordinators CAROLE JONES (Abidjan), MARY ANN MERIKOSKI (Reykjavik), LYNN BIELENBERG (Bridgetown), BETTY PODOL (Kinshasa) and MICHELLE LABRIOLA (Caracas) visited the office in May. KATHLEEN LOKEN (Colombo), VIVIAN QUAGLIA (Damacus), CYNTHIA CHIARELLO (Oslo) and GILLIAN MUELLER (Warsaw) visited the office in April. □

Office of Foreign Missions

PAUL SMITH, operations officer, addressed New York state tax authorities, in Albany, May 8. □

TEL AVIV, Israel—At reception that marked the retirement of four Foreign Service nationals whose combined service totaled 125 years. From left: *Alphonse Dayan* (29 years), *Salim Sayegh* (34), deputy chief of mission *Robert A. Flaten*, *Rose Lerrah* (31), *Heskel Yehuda* (31).

Medical Services

The recent American Psychiatric Association convention was attended by State's regional psychiatrists, who visited here during this time. Included were Drs. ESTHER ROBERTS from Bangkok; CHRISTINE BIENEK from Abidjan; ELMORE RIGAMER from Vienna; HAROLD RINIER from Cairo and TERRENCE FEIR from New Delhi ... The office welcomed three new employees: Dr. STEVEN JOHNSON, who is en route to Dhaka; CHRISTINE GILMORE, family nurse practitioner assigned to Mogadishu; and JIM MESSITER, family nurse practitioner assigned to Khartoum. □

Near Eastern and South Asian Affairs

On May 16 Assistant Secretary RICHARD MURPHY met with members of the American Jewish Committee, to discuss U.S. policy in the Near East ... On May 8 deputy assistant secretary ARNOLD RAPHEL met with alumni of the Harvard University Advanced Management Program, to discuss U.S. policy in the Near East and North Africa ... On May 5 deputy assistant secretary ROSCOE SUDDARTH traveled to New York, where he met with members of the National Jewish Community Relations Advisory Council, to discuss U.S. policy in the Middle East and U.S.-Israel relations ... On May 15 the deputy for Middle East negotiations, WILLIAM KIRBY, and PHILIP WILCOX, director, Office for Israel and Arab-Israeli Affairs, briefed Young Israel leaders visiting the Department under the sponsorship of the Religious Action Center ... On the same date the special assistant for Middle East negotiations, JOSIAH ROSENBLATT, met with Hadassah members, to discuss peace efforts.

HERBERT G. HAGERTY, director, Office of Pakistan, Afghanistan and Bangladesh Affairs, attended the seventh American-Soviet Conference on Asia, sponsored by the University of California (Berkeley), at Lake Tahoe, Calif., May 18–23, as an observer-participant ... On May 5 WENDY CHAMBERLIN, acting director, Office of Regional Affairs, addressed students participating in the Baltimore World Affairs Council's "Foreign Policy Day." ... NANCY JOHNSON, Office of Regional Affairs, briefed students in the "Close-Up" program, on U.S. policy, May 13 ... Deputy public affairs adviser DONALD COFMAN met, May 28, with students from the University of Alabama, to discuss policy issues ... The deputy director of the Office of Egyptian Affairs, DAVID GREENLEE, briefed officers from the Armed Forces Staff College, on U.S.-Middle East policy issues, May 5 ... ROGER DANKERT, country officer for Libya, spoke to public and media groups in Rochester, N.Y., May 20 ... He traveled to Camp LeJeune, N.C., April 10, to speak to officers of the Marine Amphibious Unit departing to join the Sixth Fleet ... Bangladesh country officer ROBERT W. BOEHME traveled to Bangladesh, Pakistan and India, April 21–May 12, for consultations ... On May 6 public affairs officer DIANE KELLY briefed students visiting the Department from the Philadelphia schools under the sponsorship of the Philadelphia World Affairs Council. She discussed Middle East and North African policy issues ... BRENT HARTLEY, Office of Egyptian Affairs, met with students from Radnor (Pa.) High School, May 12, to discuss peace efforts and Middle East policy. □

Oceans and International Environmental and Scientific Affairs

Assistant Secretary JOHN D. NEGROPONTE oversaw the activities of the Department's working group on the Chernobyl nuclear incident, April 28–May 12 ... He testified, May 1, before the Foreign Operations Subcommittee of the Senate Appropriations Committee, on multilateral development banks' lending policies and the environment ... On May 10 he appeared before the Senate Foreign Relations Committee, to support the ratification of two protocols to international conventions regarding liability and cleanup of oil spills from vessels ... He was the lead witness, May 20, at joint hearings of the House Foreign Affairs and Science and Technology Committees, on science, technology and American diplomacy ... On May 22 he cochaired the semiannual meeting of the U.S.-Israel Binational Industrial Research and Development Foundation, in Gaithersburg, Md. ... He participated, May 27, in the meeting of the U.S.-Spain Joint Council, in Washington ... Principal deputy assistant secretary RICHARD J. SMITH directed the Chernobyl working group. Other participants from the bureau were SCOTT N. THAYER, JAMES B. DEVINE, MICHAEL CONGDON, CHARLES NEWSTEAD, MARTIN PROCHNIK, ALLEN SESSOMS, PATRICIA MURPHY, JOHN DOOLEY,

GWEN BEATTY, MARY PONDER and RAMONA PRITCHETT ... Later in the month Mr. Smith took part in meetings associated with the visit of the Canadian environment minister and the U.S.-Turkey joint economic and trade consultations.

On April 30 the Office of the Geographer and the Office of the Coordinator of Population Affairs sponsored an interagency colloquium on China's family planning program, chaired by the coordinator, NANCY OSTRANDER. Main speakers were RONALD FREEDMAN, University of Michigan, and WILLIAM LAVELY, University of Washington ... EDWARD E. WOLFE, deputy assistant secretary for oceans and fisheries affairs, accompanied by BRIAN HALLMAN, deputy director, Office of Fisheries Affairs, headed the U.S. delegation to the eighth round of fisheries negotiations between the United States and 16 South Pacific island states, in Honolulu, May 5–9 ... The week of May 26, MARIE-ANNIC MARTIN-SANE, first vice-chairman of the Intergovernmental Oceanographic Commission, and MARIO RUIVO, secretary of the commission, visited the bureau for consultations on the commission's program activities and budget. They met with, among others, Mr. Negroponte and deputy assistant secretary EDWARD WOLFE.

RICHARD ELLIOT BENEDICK, deputy assistant secretary for environment, health and natural resources, led the U.S. delegation to the semiannual meeting of the U.S. mission to the Organization for Economic Cooperation and Development's environment committee, in Paris, April 28–30, where he was re-elected vice president ... On May 2, he had consultations at the Quai d'Orsay on radioactive waste disposal issues, including the South Pacific convention on marine pollution ... He led the U.S. delegation, which consisted of representatives of the Environmental Protection Agency, Department of Energy, National Oceanic and Atmospheric Administration, and U.S. Forest Service, to the international conference on acidification and its policy implications, in Amsterdam, May 5–9 ... On May 7 he consulted with the Netherlands ministry of foreign affairs in The Hague, on radioactive disposal in the oceans and the London dumping convention.

ROGER E. SOLES, executive director, "U.S. Man and the Biosphere Program" traveled to Salt Lake City, May 27–30, to help plan international projects of the program directorate on urban ecosystems ... Deputy director (and chairman of the Joint Board) WILLIAM A. GARLAND and GERALD E. WAGNER, Office of Cooperative Science and Technology Programs, attended the 28th U.S.-Yugoslav Joint Board for Science and Technology Cooperation meeting, May 12–16, in Portoroz, Yugoslavia.

FRED McGOLDRICK, director, Office of Non-Proliferation and Export Policy led the U.S. delegation in nuclear nonproliferation consultations with representatives from Canada and Australia, May 21–22, in Washington ... On May 26–30, in Tokyo, Mr. McGoldrick led the U.S. delegation in the latest round of discussions with Japan on a new agreement for peaceful nuclear cooperation ... ALLEN L. SESSOMS, director, Office of Nuclear Technology and Safeguards, led the U.S. delegation to the meetings of the International Atomic Energy Agency's committee on assurance, in Vienna, April 28–30 ... He led U.S. discussions with South Korea, in Seoul, in preparation for the visit of its science minister and the 10th meeting of the U.S./Korean joint standing committee on nuclear and other energy technologies. These meetings were held May 26–28 ... May 21–24 saw officials of the International Atomic Energy Agency visit Washington, for the fourth annual meeting, to review implementation of the U.S. International Atomic Energy Agency safeguards agreement, the voluntary offer under which international safeguards are applied at some U.S. civil nuclear facilities. The meeting was chaired by J. CHRISTIAN KESSLER, Office of Nuclear Technology and Safeguards, and included participants from the Department of Energy, Arms Control and Disarmament Agency and the Nuclear Regulatory Commission, representing the United States. The following week, Mr. Kessler chaired the regular semiannual program review meeting for the U.S. program for technical assistance on International Atomic Energy Agency safeguards, at Brookhaven National Laboratory, between the interagency technical support coordinating committee and the management of the International Atomic Energy Agency Department of Safeguards. □

Politico-Military Affairs

On May 2 Assistant Secretary H. ALLEN HOLMES attended a meeting of the European Policy Group of the Georgetown University Center for Strategic and International Studies, on "Europe, Intermediate Nuclear Force and Tactical Ballistic Missiles." ... On May 8 he testified before Senate Foreign Relations Committee hearings on nuclear testing ... On May 15 he testified before a House arms control panel, on arms control negotiations ... JOHN H. HAWES, principal deputy assistant secretary, spoke on "Arms Control Verification: Challenges for the 1990s," before the American Association for the Advancement of Science, in Philadelphia, May 29 ... Colonel RALPH HALLENBECK traveled to Oslo and the Hague, May 12–13, to provide briefings on Soviet compliance with the SALT II (strategic arms limitation talks) treaty ... He then went on to Paris, where he participated in negotiations with 18 Western countries, to design a multilateral chemical weapon precursors export control program ... Lieutenant Colonel DAVE LAMBERT, Office of Theater Military Policy joined Mr. Hallenbeck for the May 15–16 meeting in Paris on chemical weapons precursors ... RONALD BARTEK accompanied Mr. Holmes to the meeting of the Special Consultative Group of NATO, in Brussels, May 5–6 ... On May 14–15 Mr. Bartek attended the High Level Group meeting in Charleston, S.C., to discuss NATO nuclear strategy and forces ... ELEANOR SUTTER, Office of Strategic Nuclear Policy, went to Colorado Springs, May 2–6, to attend a seminar sponsored by the Defense Department, on the legal ramifications of space programs and the strategic defense initiative ... Mr. Hallenbeck also attended the seminar ... JOHN BLANEY of the office traveled to Geneva, Switzerland, May 6–7, as the State representative on a delegation which held exploratory talks with the Soviets on establishing a risk reduction center.

People: *Arrivals:* DONALD HARRIS has joined the staff of the Executive Office ... MARK MOHR has joined the staff of the Office of Theater Military Policy ... The following summer interns have entered on duty with the bureau: SHOSHANA CHATFIELD, Boston University, Office of Security Analysis; JANET HILL, Georgetown University, and ERIC SEMLER, Dartmouth College, Office of Conference on Confidence and Security Building Measures and Disarmament in Europe; HEATHER McCULLOCH, University of California, Berkeley, Office of Theater Military Policy; TODD PEARSON, George Washington University, Office of Strategic Technology Affairs; Lieutenant ROBERT AYER, U.S. Coast Guard, and cadet DAVID McCORMICK, West Point, Office of International Security Policy.

Departures: JOHN TIPTON, a State exchange officer at the Pentagon, retired, June 3, after more than 20 years' service with State. □

Public Affairs

Office of the Assistant Secretary: On May 28 the assistant secretary for public affairs and Department spokesman, BERNARD KALB, accompanied SECRETARY SHULTZ to New York, for his address to the UN special session on Africa. From New York they traveled to Halifax, Nova Scotia, for the annual North Atlantic Council ministerial meeting, returning to Washington May 30 ... Mr. Kalb also traveled with the Secretary to New York on June 4, where the Secretary delivered a speech on the Philippines to the Foreign Policy Association and, again, on June 10, for his address to the Economic Club on free and fair trade ... Deputy assistant secretary ROBERT M. SMALLEY addressed the Royal Irish Academy, in Dublin, May 5 ... On May 6 he spoke at the University of Nottingham, England, to students and to "Peace Through NATO," on U.S.-Soviet relations and arms control policies ... On May 7 Mr. Smalley met in London with the British Atlantic Group of Young Politicians ... On May 8 he addressed a joint meeting of the English-Speaking Union and Peace Through NATO, on U.S. security issues ... On April 16 he spoke on similar topics to the Youngstown (O.) Rotary Club.

Office of the Historian: ELIZABETH BARWICK joined the office, May 19, as a summer intern, from the University of Akron. She

will work in the Operations Staff Division until about July 18 ... SHERRILL WELLS of the Operations Staff received a cash award for performance.

Office of Opinion Analysis and Plans: BERNARD ROSHCO, director, and ALVIN RICHMAN, senior opinion analyst, attended the annual conference of the American Association of Public Opinion Research, in St. Petersburg, Fla., May 15–18.

Office of Press Relations: ELIZABETH LANZILLO joined the Press Office, May 12, as a clerk-typist. She was formerly with the Department of Agriculture ... PHILIP SAVITZ joined the Press Office, May 12. He is on temporary duty as a press officer. He entered the Foreign Service in March ... DARLENE KIRK accompanied Mr. Kalb to New York, with the Secretary, for the UN Africa session ... JOSEPH REAP has been detailed, part-time, to the Office of International Terrorism, to assist with public affairs matters.

Office of Public Communications: On May 24 CYNTHIA MILES, formerly of the Bureau of Consular Affairs, joined the Correspondence Management Division as lead clerk-typist ... While HAROLD HEILSNIS, chief of the Correspondence Management Division, was on leave, May 26–June 13, DONNA KREISBERG served as acting chief ... JOSEPHINE BROOKS, secretary of the Editorial Division, and PHYLLIS YOUNG, Bulletin editor, received quality step increases for performance ... CYNTHIA KRUCELYAK, formerly of the Special Projects Staff, has taken a new position in the Bureau of International Narcotic Matters.

Office of Public Programs: Secretary's coordinator JANICE SETTLE, Media Principals Division chief DAVID CARDWELL and regional programs officer FRANK FINVER advanced Mr. Shultz's appearance before the American Jewish Committee (audience: 800) at the Washington Marriott Hotel, May 15 ... On May 16 some 400 members of the committee attended a luncheon and afternoon briefing in the Department ... Assistant Secretaries CHESTER CROCKER, RICHARD SCHIFTER, RICHARD MURPHY, ELIOTT ABRAMS and ROZANNE RIDGWAY, along with counselor EDWARD DERWINSKI and MARK PARRIS, addressed the members, who were in Washington for their 80th annual meeting. Organization Liaison Officer ELIZABETH GIBNEY arranged the program ... Regional Programs Division secretary SANDRA EVANS and Washington Programs Division secretary LINDA KING received cash awards for performance ... Regional programs officer EILEEN McCORMACK was promoted to GS-11. □

Refugee Programs

JEAN PIERRE HOCKE, the new UN high commissioner for refugees, on his first visit to Washington since his election by the UN General Assembly, met with the Secretary and Under Secretary MICHAEL ARMACOST. He also met with JAMES N. PURCELL JR., bureau director, and the deputy assistant secretaries, to discuss financial requirements in 1986 and 1987, organizational reform and the world refugee situation ... Mr. Purcell, accompanied by JOHN A. BUCHE, acting deputy assistant secretary for international refugee assistance, met with officials of World Relief, in Chicago, regarding efforts for refugees in Honduras ... Mr. Purcell addressed the annual forum of the American Council for Voluntary International Action, in McAfee, N.J.

ROBERT L. FUNSETH, senior deputy assistant secretary, gave the keynote address at the multistate refugee conference, "Refugee Resettlement in the Heartland of America," in St. Louis, June 4–6 ... While in St. Louis, he had an informal Vietnamese-style dinner with a group of Amerasian children and their mothers who had been brought out of Vietnam through the UN Orderly Departure Program ... He spent a half-day at the International Institute of St. Louis, which provides English-language and vocational training to refugees resettled in that city, through the U.S. refugee program. He was accompanied by DOUGLAS R. HUNTER, director, Office of Reception and Placement ... Mr. Funseth discussed the refugee situation in the Sudan, in separate meetings with U.S. Ambassador HUME HORAN, refugee coordinator FRANK MOSS, Khartoum joint voluntary agency representative JOHN BUNN, and MITZI SCHROEDER of the Washington Office of the International Catholic Migration Commission, which operates in the joint voluntary agency office under bureau contract ... Mr. Funseth met with THOMAS LAMB, chief, Division of Refugees and Migration, International Committee on Migration, and GARY MICHALACK, its budget chief, to review the organization's financial situation. Also attending these meetings were JAMES P. KELLEY, director, Office of International Organizations, and EDWARD W. GEIBEL, budget officer, Office of Program Budget ... During the month Mr. Funseth had meetings with EL-HADG ISSAKA, chief of the resettlement service section of the UN refugee office in Geneva; SHASHI THAROOR, senior external affairs officer there; the U.S. ambassador to Somalia, PETER S. BRIDGES; FRANK PAVICH, refugee coordinator, Somalia; and LACY A. WRIGHT, refugee coordinator, Thailand.

Mr. Buche, accompanied by JUDITH J. CHAVCHAVADZE, acting director, Office of European, Near Eastern and Latin American Refugee Assistance, attended the UN Relief Works Agency donors' meeting in Vienna, and consulted with UN refugee officials in Geneva ... Mr. Kelley attended a preliminary session of the Interaction Forum, in New Jersey ... DONALD M. KRUMM, director, Office of Emergency Operations, visited South Africa, Mozambique, Swaziland and Malawi, to discuss the Mozambican refugee situation; he met with refugee officers, officials of host governments and officials of international and private voluntary organizations ... Mr. Krumm also met with LEE SMITH, refugee officer, Nairobi, and the International Committee of the Red Cross regional delegate ALAIN LENNARTZ to discuss the refugee situation in southern Sudan, the Red Cross activities there and returnees to Uganda from eastern Equatoria ... Mr. Krumm also visited Gaborone, to review contingency planning requirements for a possible influx of South Africans to Botswana ... WILLIAM G. GARVELINK, deputy director, Office of Emergency Operations, consulted with Honduran government, U.S. embassy and UN refugee officials in Tegucigalpa, on matters related to Salvadoran refugees ... SHEPPIE G. ABRAMOWITZ, program officer, Office of Emergency Operations, visited the International Rescue Committee, CARE and the Lutheran Immigration and Refugee Service headquarters in New York, and attended the preliminary session of the Interaction Forum.

JOHN RATIGAN, director, Office of Asian Refugee Assistance, traveled to refugee posts in southeast Asia, where he met with refugee officers and relief and voluntary agencies representatives ... He visited various refugee camps to obtain an update on camp conditions ... LISA A. CARTY, program officer, was in Pakistan, Rome and Geneva, to review the U.S.-sponsored Afghan relief program ... JERRY L. WEAVER, accompanied by DONNALYN SMITH, visited Yaounde, N'Djamena and Bangui, to develop a comprehensive picture of the situation in Chad, Cameroon and the Central African Republic; to discuss refugee-related reporting needs with concerned posts; and to obtain the impressions of host governments, UN refugee and private voluntary agency officials and other parties, on ways and means by which the U.S. Government can support repatriation ... Mr. Hunter met with refugee group leaders in Sacramento, and attended the regional consultations in San Diego hosted by the Department of Health and Human Services' Office of Refugee Resettlement ... THERESA L. RUSCH represented the bureau at the annual dinner given by the Hebrew Immigrant Aid Society, Inc., in New York ... ANN MORGAN, director, Office of Refugee Training, presented a "Preparation of American Secondary Schools" video to the Children's Subcommittee of Interaction, in New York ... PRISCILLA B. STOWE, program officer, Office of Program Budget, consulted with U.S. officials and voluntary agency representatives in Geneva and Nairobi and monitored refugee camps in Mogadishu ... On behalf of the bureau, FRANK N. SASS of the staff of the U.S. coordinator for refugee affairs visited Bangkok and Manila, to review the development of refugee case processing software and operations at the Orderly Departure Program office ... Refugee coordinators FRANK MOSS (Sudan), LACY A. WRIGHT (Thailand) and FRANK PAVICH (Somalia) were in Washington for consultations. ■

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Current Publications

New 'Foreign Relations' volume is released

The Department has released "Foreign Relations of the United States, 1952–1954, Volume IX, The Near and Middle East, Parts 1 and 2." This volume contains documents on U.S. policy toward the Middle East during the last year of the Truman administration and the first years of the Eisenhower-Dulles period.

The publication shows that, in a policy designed to counter possible long-term Soviet aggression, the United States in 1953 embraced a "northern tier" strategy, including Turkey, Iraq, Iran and Pakistan, which laid the foundations for the Baghdad Pact (later the Central Treaty Organization). The policy resulted from Secretary Dulles' efforts at intense personal diplomacy in the region, and from the failure to gain support for an earlier proposal for a regional defense organization centered on Egypt. The United States also perceived instability and tensions arising from anti-Western nationalism and the Arab-Israeli dispute as threats to Western interests. The United States worked actively to reduce tension between the Arabs and the Israelis, especially by seeking to ease disputes over borders, water rights and economic matters.

Elsewhere in the area, according to the volume, the United States also promoted Anglo-Egyptian negotiations for a Suez Canal base agreement, concluded following the ouster of the Egyptian monarchy, as part of its effort to protect the Western position in the region. The United States pursued its developing special relationship with Saudi Arabia, furthered stable oil arrangements and encouraged the use of oil revenues for economic development in both oil-producing and transit countries.

The volume, which comprises over 2,600 pages of previously-classified foreign affairs records, was prepared in the Office of the Historian, Bureau of Public Affairs. This official record is based upon the files of the White House, the Department and other government agencies. Documents on U.S. policy toward Iran for 1951–1954 will be released in a separate and subsequent volume of the "Foreign Relations" series, the office said.

Copies of the volume (Department of State Publication Nos. 9447 and 9448, GPO Stock No. 044-000-02115-3) may be purchased for $45 (domestic postpaid) from Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Checks or money orders should be made out to the superintendent. The Office of the Historian has prepared a summary of the volume. For information contact John P. Glennon (202) 663-1144. □

Public affairs bureau lists offerings

Following is a list of current publications released by the Bureau of Public Affairs, of interest to those who wish to follow certain issues closely, or who write and/or give speeches on foreign policy.

The publications are available in the Department of State library in Washington and in the post libraries overseas. Free, single copies may be obtained from the Public Information Service, Bureau of Public Affairs, Department of State, Washington, D.C. 20520. Telephone: (202) 647-6575-6.

Secretary Shultz

"U.S. Foreign Policy: Assessing Budget Priorities," Secretary Shultz, Overseas Writers Club, Washington, May 14 (Current Policy No. 836).

"Unity and Dissent: On the Community of Nations," Secretary Shultz, American Jewish Community, Washington, May 15 (Current Policy No. 835).

Africa

"South Africa: Report on the President's Executive Order," Chester A. Crocker, assistant secretary for African affairs, before the Subcommittees on Africa and on International Economic Policy and Trade, House Foreign Affairs Committee, April 9 (Current Policy No. 817).

"U.S. Assistance: Working for Positive Change in South Africa," May (Public Information Series).

Arms control

"Is Arms Control a Dead End?" Kenneth L. Adelman, director, U.S. Arms Control and Disarmament Agency, Commonwealth Club, San Francisco, May 16 (Current Policy No. 837).

"The Impact of SDI on U.S.-Soviet Relations," Paul H. Nitze, special adviser to the President and Secretary on arms control matters, American Enterprise Institute-National Defense University seminar on "The Security Implications of SDI," Washington, April 29 (Current Policy No. 830).

Department of State

"The U.S. Foreign Service in a Year of Challenges," Ronald I. Spiers, under secretary for management, State Department's 21st annual Foreign Service Day, Washington, May 2 (Current Policy No. 831).

East Asia and Pacific affairs

"U.S. Assistance to the Philippines," John C. Monjo, deputy assistant secretary for East Asian and Pacific Affairs, Subcommittee on Asian and Pacific Affairs, House Foreign Affairs Committee, May 15 (Current Policy No. 834).

"U.S.-Japan Economic Relations: The Tokyo Summit and Beyond," Allen Wallis, under secretary for economic affairs, U.S.-Japan economic agenda meeting, Washington, April 23 (Current Policy No. 826).

"Prospects for Continuing Democratization in Korea," Gaston J. Sigur Jr., assistant secretary for East Asian and Pacific affairs, Subcommittee on Asian and Pacific Affairs, House Foreign Affairs Committee, April 16 (Current Policy No. 829).

Foreign aid

"U.S. Foreign Policy: Assessing Budget Priorities," Secretary Shultz, Overseas Writers Club, Washington, May 14 (Current Policy No. 836).

General foreign policy

"Regional Security, Collective Security and American Security," John M. Poindexter, assistant to the President for national security affairs, 1986 Armed Forces Day dinner, sponsored by the National Defense Committee and the Indianapolis Chamber of Commerce, Indianapolis, May 16 (Current Policy No. 838).

"Unity and Dissent: On the Community of Nations," Secretary Shultz, American Jewish Community, Washington, May 15 (Current Policy No. 835).

"National Security: In Defense of Something of Value," John C. Whitehead, deputy secretary of state, Business Council, Hot Springs, Va., May 9 (Current Policy No. 833).

Inter-American affairs

"U.S. Policy on Central America: The Need for Consensus," James H. Michel, deputy assistant secretary for inter-American affairs, for the "Great Decisions" series, Fayetteville, N.C., April 17 (Current Policy No. 828).

International economics

"Promoting Economic Growth in the Developing World," John C. Whitehead, deputy secretary of state, ministerial meeting of the organization for Economic Cooperation and Development, Paris, April 17 (Current Policy No. 827).

Science and technology

"Current Developments in U.S. Oceans Policy," John D. Negroponte, assistant secretary for oceans and international environmental and scientific affairs, 10th annual seminar sponsored by the Center for Oceans Law and Policy, Southhampton, Bermuda, March 14 (Current Policy No. 819).

Terrorism

"The War Powers Resolution and Antiterrorist Operations," Abraham D. Sofaer, Department legal adviser, Subcommittee on Arms Control, International Security and Science, House Foreign Affairs Committee, April 29 (Current Policy No. 832).

U.S.-Soviet affairs

"The Impact of SDI on U.S.-Soviet Relations," Paul H. Nitze, special adviser on arms control matters, American Enterprise Institute-National Defense University seminar on "The Security Implications of SDI," Washington, April 29 (Current Policy No. 830).

Background Notes

Costa Rica (5/86).
Seychelles (4/86). ■

Letters to the Editor

—(Continued from Page 1)
all employees feel they are being rated fairly for their efforts—and not for anything else. This is a very important subject for the majority.

Sincerely,
RUDOLPH R. GARCIA
Communications rover, Africa ☐

Help for junior officers

WEST HARTFORD, CONN.

DEAR SIR:

Sarah L. Nathness' article "Forget Their 'Water-Walking'—Just Don't Let Them Sink" (May issue) is a real gem and should be required reading for all supervisors, especially those entrusted with the development, training and rating of nontenured officers.

Her opinion that the road to tenure is a "crapshoot" is supported by my experiences. While officers who were not "water-walkers" but showed potential for solid achievement and promotion in a normal career pattern have been canned, others who only charitably received a "very good" rating have been tenured. As she describes, this is a two-way street, and a large portion of the blame must be borne by supervisors.

This problem is of importance and particularly acute in the consular cone, where a large percentage of nontenured officers serve at least part of their first tour. Right out of training, often on their first extended stay in a foreign country, trying to deal with a strange environment and adapt to an alien culture, officers are thrown into the breach. The wonder is not that some fail, but that many make it. However, most of them cannot wait for the minute, when having served their time on the visa line, they can move on to other sections of the embassy where, while the hours may be long and the load heavy, at least they feel more like professionals, doing the type of work for which they came into the Service.

Ms. Nathness rightly points out that there is a lot supervisors can do. To her tips, I would like to add a few of my own. First, they can treat the recently-arrived officers with respect and, as colleagues, lend a helping hand; second, supervisors must provide continuous feedback both on excellent and poor performance; third, supervisors should communicate with junior officers both about their work at the office and their aspirations, ideas, etc.; fourth, it helps if supervisors make a list of special projects, studies, supervisory responsibilities, etc., and suggest that each of the junior officers choose one as a special project. Also, supervisors should learn to *delegate* authority, staying in the background ready to offer support and assistance when needed or asked. Lastly, both the rating and the rated officer should keep files where they can put letters of complaint and praise, copies of memos or cables, records of conversations between the two officers, and other similar material. When evaluation time rolls around, the two files, taken together, can provide numerous examples of performance, potential and skills, which will make the report a meaningful one. These techniques, which I have learned from some superb supervisors with whom I worked, produce equally excellent results for officers and for Foreign Service nationals.

At my last post, a large visa mill, I must have worked with at least 40 officers in three years. Most were nontenured junior officers. It was not easy, and I spent at least 25% of my time in counseling, assisting, cajoling and bringing forth the best in each one of them. But it was worthwhile. I made many friends, with whom I still correspond, and got a special thrill when one of them got tenured.

It is a lot of continuous work and care, but it can be done.

Sincerely yours,
LUCIANO MANGIAFICO
Una Chapman Cox grantee ☐

Transfer Tremors ..... by ebp

I was transferred to AMMAN; JORDAN-Marsh fitted me out for the trip.

I was transferred to NAIROBI; after some toKEN YAmmering, I went happily.

I was transferred to BAMAKO; some aniMAL Instinct told me it would be a good tour. ☐

For 'capital punishment'

WASHINGTON

DEAR SIR:

A couple of months ago somebody suggested you kill "Transfer Tremors." I heartily endorse the suggestion. Whatever possibilities for wit, humor or whatever the hell else you want to call it have long since been exhausted. Please put this miserable column out of its misery.

Sincerely,
GEORGE SCANLON
Consular Affairs, Overseas Citizens Services ☐

'Disgusting'

ROME, ITALY

DEAR SIR:

I am not prone to writing letters to the editor, but after reading a number of articles in STATE concerning alcoholics in the Foreign Service, and alcoholism in general, I feel compelled to write and express my abomination.

I now find it nauseating reading the tales and woes of Foreign Service personnel whose thirst for alcohol results in the complete deterioration of relationship with one's spouse and other family members.

Add to this the unacceptable behavior of the Foreign Service officer outside the office when ladies of the night became his constant companions, and bar brawls no strangers. Not to mention the individual whose lunches stretched into hours, sometimes lasting all afternoon.

But what I find extremely aggra-

Editor's note

To "Retiree": Your letter on the press corps will not be published. STATE, as a matter of policy, does not print anonymous contributions. ☐

vating and utterly disgusting is that some of these individuals are promoted and receive another overseas assignment one year after taking the cure.

Do not get me wrong, I sympathize with anyone doing battle with alcoholism. However, to promote an individual one year after he/she stopped drinking, and ignore the damage done to the reputation of the Service, possible damage from a security standpoint as well, certainly leaves a lot to be desired.

I am very perplexed by management's recognition of these individuals while it neglects those employees who maintain their self-control and perform in an excellent manner.

Sincerely,
LOUIS TORNAVACCA ☐

Objection-I

JAKARTA, INDONESIA

DEAR SIR:

Your May issue's description of William J. Calkins as a "rookie communicator" was insensitive, tasteless and totally inappropriate under the circumstances.

Mr. Calkins may have been on his first overseas assignment. He was also a Foreign Service professional at a hazardous post, and hardly merits the derogatory connotations of the word "rookie." Such slang may have its place in descriptions of award ceremonies or in captions for "Post of the Month." It has no place in reporting on the victims of terrorism.

Such offensive writing might have been avoided if STATE's editorial staff would reflect on how they would like their own victimization reported.

Sincerely,
RICHARD H. SMYTH ☐

Objection-II

JERUSALEM

DEAR SIR:

Your reference to William J. Calkins as a "rookie communicator" in the May issue offended me. It was insensitive and unnecessary. Sadly, it reflects the attitude of some Foreign Service personnel towards communicators. I do not believe there is one junior Foreign Service officer that would want to be referred to as a "rookie officer," nor the writer of the article, who is obviously a "rookie journalist."

Sincerely,
ROSEMARIE GREENE
Wife of a communicator

The editor apologizes for using a word that some regard as offensive, under the circumstances. While the dictionary supports use of the word, the fact is that another word would have been chosen had it been known that some would object. ☐

Hark! A poet reports!

MANAGUA, NICARAGUA

DEAR SIR:

Well, I'll be damned! I do believe
The Open Forum's laughed up its sleeve
And passed to STATE *("Reporting": April)*
An idea of merit which seemingly we will
With our reporting have to interweave.

Politico-military analytical poetry,
Rife with its iambic complexity,
Will assist us to understand far better
Than normal report, telegram or letter
The intricacies of diplomacy.

Let us gaze at our crystal ball
To see where such thoughts might lead us all.
Tom Brokaw, perchance, on the evening news:
"From Foggy Bottom, the State Department muse
Today announced a new staffing law.

Poet laureates will be sent to embassies
And to all consular posts overseas,"
Or an econ officer might cable
Concerning items for the consumer's table
(Rice or beef or bananas or coffee):

"I think Sandinistas shall never see
A quintal of beans from their coffee trees,
The Contras have pledged to interdict harvests,
Causing Managua's government great distress.
Only time will tell what's to be."

Cables, of course, will be harder to frame.
You'll have to find rhymes for ambassadors' names.
And AMEMBASSY BLANK? No. BLANK AMEMBASSY,
Assuming it must rhyme with SECSTATE WASHDC.
And if it doesn't? Well, CPU's to blame.

And pity poor CLOs as they ponder on it:
Are welcome letters sextuplets or sonnets?
Can budget officers write in free verse?
Is the poetic dip note sufficiently terse
To express the outrage of the bee in State's bonnet?

The author you published in your April tabloid
Presented his concepts in a manner most ribald.
My thanks to STATE for its light-hearted jest.
(Thanks I have expressed in poesy lest
My next promotion be placed on hold.)

Sincerely,
PETER A. SIEGWALD ☐

Reply from 'the ladies'

WASHINGTON

DEAR SIR:

In answer to John Grimes' observations about the Foreign Service Asso-

ciates Program (FSA) (STATE, April), "the ladies," to use Mr. Grimes' language, would like to make some observations as well.

1. First to be scuttled is the notion that the FSA program is a "job creation" program. Many of the positions mentioned by posts are jobs presently vacant or filled by contractors (at, I may add, significantly higher salary levels than those proposed by FSA.) In light of the Department's desire to reduce American presence overseas in response to terrorism, can we afford *not* to "double up," if a spouse with appropriate skills is already at post? In purely financial terms, the FSA program will result in significant savings for the Government both in terms of salaries paid and in terms of officer retention.

Second, do the "privileges" of an "already privileged group," as Mr. Grimes terms us, include, in an era when the majority of American women with children are in the workforce, an inability even to compete for jobs for which we are qualified? The privilege we do have is the opportunity to represent today's American society abroad. We have talents, skills and educations. Today's American woman puts those things to work.

2. No jobs will be "reserved" for spouses who are unqualified, and no FSA will supervise an FSO. Certification standards will be rigorous; FSA will not dilute the professionalism of the Foreign Service; on the contrary, it will free officers to attend to duties *only* they can perform, and broaden the range of junior officers' experience.

3. The FSA program is designed not to compete with the Foreign Service staff. Again, vice consul positions will not be "reserved" for spouses.

4. The last point raised by Mr. Grimes is indeed ideal for "PR flack," in his term. Raise the question of allowances, and everyone quakes in his boots, rushing to bludgeon to death whatever bogey rises up to threaten them. But in this case, thinking FSA the bogey is specious. Husbands and wives in the United States are considered family units by the Internal Revenue Service, and are considered as such for purposes of "dependency" by the Department of State, whether or not both spouses earn an income. (Incidentally, I'd like Mr. Grimes to introduce me to those spouses earning more than their sponsoring employee husbands while overseas. While the idea may seem threatening to him, it strikes me as a situation that the employee spouse would relish, as it probably helps put his kids through college. It also strikes me as a pipe dream. I have known some (few) *male* spouses in this enviable situation but no females.)

It is very easy to use the FSA program as a scapegoat for what some may see as the ill winds of change blowing toward the Department. But for the majority of spouses who wish the option to compete for meaningful employment, and for their employee spouses who wish to see them fulfilled and financially contributing members of the household, the Foreign Service Associates Program is a breath of fresh air.

DAGMAR PAINTER
Association of American
Foreign Service Women ☐

We take a break

In keeping with STATE's annual practice, there will be no August issue. There will be an August/September issue, with an August 8 copy deadline. Please double-space contributions and spell out all acronyms. ☐

Op Center: more memories

CHEVY CHASE, MD.

DEAR SIR:

I greatly enjoyed the articles by Bill Harbin and Marie Connolly on the 25th anniversary of the Operations Center (May issue). The following additional details may be of interest.

First, I want to thank Marie for trying, but I was not "later our ambassador to the Soviet Union." I did have the great pleasure of serving as chief of mission in Warsaw. Marie's memory may have been misled by the fact that I left the Operations Center only five weeks after it had been established, to proceed to a posting as political officer in Moscow.

The center's first assignment was to form an interdepartmental task force on Cuba, to make policy recommendations to the White House in the light of the Bay of Pigs. Because the center was set up immediately after that disaster and because its first task force dealt with its consequences, the institutional memory of those now working there is, understandably, that the Bay of Pigs was the cause and the Operations Center the effect.

My own memory—as fallible as anyone else's—is that the initial impetus for the setting-up of the center occurred in January 1961, following the hijacking in the Caribbean of the Portuguese cruise ship Santa Maria, on which a number of American citizens were passengers. During the search for the Santa Maria in the last days of January, President Kennedy telephoned the Department's Venezuelan desk after working hours one evening, and no one was there to answer the phone. As a consequence of the President's annoyance, the counselor of the Department, Ambassador Theodore C. Achilles, drafted a proposal for setting up an office that, like its counterparts in the uniformed services, would operate 24 hours a day and provide a central contact point in the Department for other agencies of the Government and for the public. The purpose of having watch officers spend the night in the center was to ensure that "never again would the President telephone the Department and not get an answer," as I remember Ted Achilles telling the initial draft of officers, John Stutesman, Galen Stone and myself.

At the time, there was much apprehension among our colleagues in the Department, particularly in the geographic bureaus, about the effect of the Center upon their territorial prerogatives. Some said it would become a "super-bureau," others that it would monopolize the Department's current operational responsibilities and "reduce

the geographic bureaus to mere adjuncts of the Policy Planning Staff." It was perhaps as a result of these fears that the early staff of the center became known in the corridors as "Achilles' heels."

When the Cuban Task Force was formed, Ted Achilles told me to go down to the Bureau of American Republic Affairs and "get the files on the Bay of Pigs." I presented myself to acting assistant secretary Wymberley DeR. Coerr and dutifully asked for the files on the Bay of Pigs. Without a word, Wym Coerr led me into the office of the bureau's public affairs adviser and pointed to a long table, heaped with back issues of the Miami Herald. When I tried to explain that Ambassador Archilles wanted the *official, classified* files, Wym Coerr grimly interrupted to say that there was not one official piece of paper in the bureau on the Bay of Pigs invasion, its planning, execution or failure. "Everything we know about it is here," he said, patting the piles of Heralds.

In the left background of the picture of President Johnson visiting the center, on page 17, is Jim Fazio, an administrative assistant who was, I think, the fourth person to be recruited to the staff. It was Jim whom John Stutesman sent down to Kann's department store to buy a double-decker bunk bed for the watch officers. A day or two later, Jim reported that he had purchased the bed and set it up in the back room that also housed the secure White House phone. John took Galen Stone and me back to look at it. The bed turned out to be a very nice and solid piece of rock-maple furniture, covered with blue blankets and tufted chenille bedspreads, which had little pompoms hanging down around the sides. Conscious of the interagency character of the Operations Center, John Stutesman went white and said, very quietly, to Jim: "Take it back. Get one of those cast-iron or spring-steel things that bolt together, the kind they use in the Army, and get some Army blankets, olive-drab." Jim asked: "No bedspreads?" John said: "No bedspreads! We'll use the Army blankets as bedspreads."

Jim Fazio was a pillar of the Operations Center during those early years. He later went over to the White House and helped set up and run the crisis center there.

Finally, in behalf of the early watch officers, a word of thanks should be directed towards the staff in the information management section of the Executive Secretariat. In those early months, there was no water in the Operations Center area and, consequently, no water closet. The first person into the information section in the morning came by and rang the bell, quite literally to relieve the watch officer and sit by the White House phone until the watch officer returned. I think in particular of Paul M. Washington, who has since assumed positions in the Department (and in the credit union) of constantly increasing responsibility, the sight of whom in the morning during the spring of 1961 was invariably one for sore eyes.

Sincerely,

R. T. DAVIES, FSO (ret.) ■

Daily trading scene on the second floor.

'Mr. Foreign Service'

2 glimpses of Loy W. Henderson

(a) As life ebbed; (b) earlier, as his career ended

Loy W. Henderson, the retired career ambassador who was 93 when he died recently, is recalled here by two men who knew him. The first author is a Foreign Service officer who worked at USIA. The second is the retired senior staff consultant of the House Committee on Foreign Affairs.

BY BART N. STEPHENS

APARTMENT 732 was at the end of a dimly-lit corridor. Loy Henderson, the long-time resident of 732, was expecting me. The receptionist on the ground floor had confirmed that.

After knocking vainly on his door for some moments, I entered the unlocked apartment, calling out as I went from room to room. I found the aged career ambassador seated at his desk in his study, engrossed in a thick reference volume.

When he saw me standing in the doorway, he was startled and closed the book. He had been looking up some information, he explained, and had forgotten the time. He rose slowly and moved out to the small hall, where he selected a cane from among several in an umbrella stand. We went into the living room where he pointed out a chair to me and settled into an upholstered armchair, propping his feet up on a stool.

Framed photographs of Truman, Eisenhower, Marshall, Acheson, Herter and other officials from past administrations covered one wall. A Presidential Award hung in a place of honor.

I had conceived the idea several months earlier of doing some research on the career and life of the late Ambassador George V. Allen. I had dug into the National Archives and read other sources and documents, but I wanted to talk with several of Mr. Allen's contemporaries. Mr. Henderson was one diplomat I particularly wanted to meet.

Ambassador Henderson

The more I had thought of interviewing "Mr. Foreign Service," who was then 92 and in somewhat precarious health, the more I had begun to reconsider what obviously was a foolhardy plan. Ambassador Armin Meyer, who knew of my project, encouraged me, however, saying:

"Loy would welcome the company."

In spite of Mr. Meyer's reassurances, I began the interview a little nervously, as I repeated to Mr. Henderson what I had told him over the telephone about the purpose of my visit. He stared at me blankly, and I stopped. My words didn't seem to register at all. Then he suddenly held up

his hand.

"Sorry," he said. "I can't hear you! I've forgotten my hearing aid! Wait here."

I helped him up. He took his cane and made his way slowly back to the study and returned, the hearing device firmly secured in his ear. "Now," he said, "go ahead."

For an hour I sat with this remarkable, frail old man, who apologized from time to time for the infirmities of his old age, but whose mind remained bright and sharp. His thoughts moved easily from the first world war to yesterday's news and back. Certainly a man of character, grit and principle! And he was full of surprises.

At the outset I had mentioned that my interest in George Allen stemmed from our common devotion to Duke University, where we had both been graduated.

"And from Harvard University, too," Mr. Henderson said.

My jaw dropped slightly. "How did you know that?" I said.

"I was looking you and George up when you came in," he replied. The interviewer had become the investigated! The retired career ambassador was not too old or lacking in curiosity to brief himself on the background of this stranger. But then professionals do prepare for meetings.

"George Allen," he said and paused. "A highly intelligent and likable person. He filled every job he ever held in an exemplary way. I greatly respected and admired him. Some great ambassadors say: 'I am a great ambassador!' Other great ambassadors such as George don't say that, don't need to say that. There was no swagger about George Allen. In Iran he turned things around. He encouraged and supported the pro-American Iranians until they gained control."

I was prepared to ask another question about Mr. Allen, when Mr. Henderson's thoughts took him back to his early life and his own career. "You know," he said, "my father was a Methodist minister. I came from the Midwest. After school I joined the Red Cross in Europe during the first world war and came to know the Foreign Service and decided to make it my profession. But I entered the consular corps because I did not have the private income to become a diplomat. I was posted to the Soviet Union several times and was once chargé. I had wanted to study Russian but was told I was too old for that sort of training. After that disappointment I always stressed the importance of languages, and particularly pushed language training when I became deputy under secretary. I was transferred out of Russia and then to Iraq as minister because I was considered too anticommunist."

I brought the conversation back to Mr. Allen, his personality and character. I mentioned coming across in the Archives the exchange of telegrams when Mr. Allen, then ambassador to Tehran, had been offered the job of assistant secretary of state for public affairs, at a time when the Department's overseas information and cultural programs were in need of strong and effective leadership. (This was before the creation of USIA.) Mr. Allen had replied in a secret cable to Under Secretary Lovett that he felt great doubts regarding his competence and experience for the position. Mr. Allen had been engaged in purely diplomatic or consular work during his career.* How did the ambassador view Mr. Allen's reaction?

"I understand it perfectly," Mr. Henderson said. "I found myself in a similar situation. When I was offered the job of deputy under secretary of state for administration by the Secretary, a meeting was scheduled with President Eisenhower. When I arrived at the White House and was seated with the President in his office, I told him I doubted my qualifications for the job were adequate, that I had had at most in my career two months' experience in administrative work.

"The President then stood up and so did I. 'What sort of code do you have in the Foreign Service?' the President asked. 'When you are offered a job in the Foreign Service, what do you say? In the military we say: "Thank you, sir." Ambassador Henderson, I am offering you the job of deputy under secretary of state for administration!' "

Mr. Henderson laughed. He said that he had then straightened his shoulders and replied: "Thank you, Mr. President!"

The top administrative position in the Department was a thankless job, he continued, recalling his tour in the center of the personnel storm during a period of reform. Sometimes, he said, the Foreign Service thinks of what's good for the Foreign Service, not what's good for the country.

The politicizing of the Foreign Service upset Mr. Henderson even more. He was scandalized by the recent actions of a senator running for reelection. The senator had rounded up a dozen or so noncareer ambassadors to publicly support him. "That's improper. I deplore it," he said. "You get my point? But I shouldn't talk about this. It's bad for my health." His hand trembled.

The hour was up, and I knew I should leave. I had learned as much about Mr. Henderson as I had about Mr. Allen. Perhaps the reliving of old times, the recalling of only policy decisions and thinking about the state of the Foreign Service were too much for the former ambassador. He insisted, however, that I stay. "Your work in USIA is vital," he said. "Cultural and information programs create an important 'aura' in which foreign policy can operate. You get my point?" he said, using the phrase again.

"I don't go out often," he said. "You know I was invited out to Thanksgiving dinner and I accepted, but at the last minute I declined. I didn't feel up to it."

When I finally stood up to leave, I urged him to remain seated. "It's too difficult to get up," he said. "My nurse will be here soon, at 5 o'clock."

*Mr. Allen served twice as the head of America's overseas public affair sprograms, first as assistant secretary for public affairs, then as director of USIA.

***Loy Henderson* in 1964, addressing newly- promoted Foreign Service officers.**

I took his thin hand, said goodbye and thanked him for his kindness and help. He looked up at me. "I'm able to speak about anything," he said, "but have difficulty in answering specific questions." Then he added: "I don't make any serious decisions now."

I walked by the photographs of the presidents and secretaries of state Loy Henderson had served with distinction, and out the apartment door, closing it behind me. □

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BY ALBERT C. F. WESTPHAL

MAY I ADD a footnote to the obituary in the May issue concerning Loy Henderson.

When Ambassador Henderson took over the responsibilities of deputy under secretary for administration in 1954, both the Department and the Foreign Service were in the doldrums as a result of the McCarthy era. His task was made more difficulty by the attention he had to give to the Wristonization program, which was not regarded as a morale booster by the Foreign Service. He now was devoting his considerable energies and talent to improving the lot of the Foreign Service through legislative improvements in the Foreign Service Act that had been adopted in 1946.

In my capacity as a congressional staffer I worked with him throughout his tenure. Members of the subcommittee and the committee welcomed his frank and thoughtful testimony. He was always available to meet with them either individually or in committee.

It was during the latter part of the 1950s that he reached the mandatory retirement age of 65 for career ambassadors and ministers except when the Secretary determined that an emergency existed. Included in the last bill in 1960 that the Department sent up to amend the 1946 act was a proposal to permit career ambassadors and ministers to remain in the Service beyond age 65, for a period not to exceed five years, when the Secretary determined it to be in the public interest. Testifying before the subcommittee, Mr. Henderson made clear that the language would not apply to him; it was not retroactive. This was the first time the members learned that "Mr. Foreign Service" was "Mr. ex-Foreign Service."

After the lengthy hearings on the measure were completed, the subcommittee members unanimously concluded that "something should be done for Loy—he has worked so hard with us; we owe him something." I suggested that maybe we could reinstate him in the Foreign Service, thus giving him additional years for computing his retirement benefits. This suggestion was agreed to. In cooperation with the Legal Adviser's Office, the following language was drafted and subcommittee members unanimously adopted it:

"Any person who occupies a position in the Department of State to which he was appointed by the President, by and with the advice and consent of the Senate, at the time that he was an active Foreign Service officer, and who while holding this position has retired for age as a Foreign Service officer, and who on the effective date of this section, continues to hold such position is hereby reinstated, effective as of the date of such retirement, to active status as a Foreign Service officer and shall be entitled to all the provisions of the Foreign Service Act of 1946, as amended, as though he had never retired."

Only Loy Henderson met all these requirements.

I made this Section 53 of a bill that contained 56 sections, knowing that no member would read that far in a complicated bill. The report accompanying the bill simply paraphrased the text. It gave no indication why the section was needed or to whom it applied. At no time that the bill was under consideration in the Congress did anyone ask for an explanation.

When I showed Mr. Henderson the language, he was upset. "I'm not asking anything for myself and I don't want it." I replied: "Loy, the committee has already approved the bill. Do you want to argue with the committee?"

Public Law 86-723 contains this small tribute to Loy Henderson from Congress for a job well done. ■

Obituaries

William N. Poindexter Jr., 50, a supervisory management representative in the Bureau of Consular Affairs' general services branch, died of cancer on June 1 at Holy Cross Hospital.

Mr. Poindexter

Assigned to the bureau when he joined the Department in 1960, Mr. Poindexter was a clerk and file supervisor in the Passport Office's administrative division. In 1974 he became an inventory management specialist in the general services branch.

Mr. Poindexter was a native of Washington. From 1953–57, he served in the Air Force. He worked as a file clerk for the Public Housing Administration, 1958–60. Survivors include his wife, a son, a daughter, his mother, a sister and a brother. □

Dirk Gleysteen, 56, a Foreign Service officer who was appointed director of southern European affairs in 1982, died of a brain tumor at his home in Washington on May 30.

Mr. Gleysteen

Mr. Gleysteen was born in Peking, China, where his parents were missionaries. He was graduated from Yale, then served in the Army, 1951–53. Joining the Foreign Service in 1954, he was an intelligence research specialist until 1956, when he was assigned to Paramaribo as a consular officer. Subsequent assignments were to Alexandria and Stuttgart as an economic officer; to Berlin as a political officer; and to the U.S. Naval Academy in Annapolis as a faculty member.

Returning to Washington in 1968, he was deputy director, then director, of the Executive Secretariat Staff. After attending the Royal College of Defense Studies in London, he was appointed political officer there. Mr. Gleysteen was political counselor in Tel Aviv, 1974–75; a Foreign Service inspector, 1976–79; a congressional relations officer, 1979–80; and political counselor at the U.S. mission to the United Nations, in New York, 1981–82.

Survivors include his wife, two daughters, a son, two grandchildren, two sisters, and two brothers, William and Culver, who are former Foreign Service officers. The family suggests contributions to Yale University or the American Cancer Society. □

Chester Bowles, 85, a former ambassador who was also a U.S. congressman and governor of Connecticut, died after a stroke on May 25 at his home in Essex, Conn. He had Parkinson's disease.

Mr. Bowles (1961)

Mr. Bowles served as envoy to India and Nepal, 1951–53, and again as ambassador to India, 1963–69. He was under secretary of state during the first 11 months of the Kennedy administration, and was appointed special representative and adviser on African, Asian and Latin American affairs in 1961.

Beginning his public service during World War II, Mr. Bowles was federal price administrator under President Roosevelt, and director of economic stabilization under President Truman. After serving as special assistant to the secretary general of the United Nations, he was elected governor of Connecticut in 1949. From 1958–60, he was on the House Foreign Affairs Committee.

Born in Springfield, Mass., Mr. Bowles was graduated from Yale in 1924. The cofounder of the Benton & Bowles advertising company, he was board chairman, 1936–41. He was the author of several books, including one on his first tour in India. Survivors include his wife, five children, 13 grandchildren and five great-grandchildren. □

John W. MacDonald Jr., 57, who was political officer in Kinshasha before his retirement from the Foreign Service in January of this year, died on May 19. He joined the Service in 1955 and held assignments in Zurich, Paris, Tangier, Tripoli, Hargeisa, Mogadicio, Tunis and Washington until 1974.

Mr. MacDonald then was assigned as deputy chief of mission and counselor in Conakry. From 1976 until 1979, he was international relations officer in the Department. From 1979 to 1983 he was counselor for international organization and political affairs at the U.S. mission in Geneva.

He was born in New York, and received a bachelor's from Cornell in 1950. From 1951 to 1955 he was an assistant in the university's department of government. He became a member of the Senior Foreign Service, class of counselor, in 1981. Survivors include his wife and two sons. □

Seymour Levenson, 66, who held many management positions in the Department and overseas before his retirement from the Foreign Service in June 1976, was killed in an auto accident on the Capital Beltway, April 7, while enroute to his home.

Mr. Levenson joined the Service in 1945 and held assignments in Marseilles, Washington, Nanking, Athens, Brussels and Monrovia until 1961. He was assigned as a Foreign Service inspector that year. He was executive director, Bureau of Security and Consular Affairs, 1962–65. After study at the Industrial College of the Armed Forces he became deputy chief, Field Support Operations Division, in 1966. He later held assignments as counselor for administration, Caracas, 1967–70; as management analyst, 1971; and acting director, then director, Management Systems Staff. At the time of his death he was serving as assistant professor Capital Institute of Technology.

Mr. Levenson was born in New York and received a bachelor's in business administration from the City College of New York. He served overseas with the Army during World War II. Survivors include his wife. □

James J. Byrnes, 68, who was deputy director for management at the Foreign Service Institute, from 1965 until he retired in 1974, died of cardiac arrest at Alexandria Hospital on May 19.

Joining the Department in 1946, he served as administrative officer, then executive officer, in the Division of International Security Affairs. After a detail to Harvard, he was assigned to Paris as economic officer. He was appointed deputy director of the executive staff in the Office of the Under Secretary for Economic Affairs in 1957. Subsequent assignments were to the Executive Secretariat as executive officer, and to Ottawa as administrative officer.

Mr. Byrnes was born in Philadelphia. He earned bachelor's degrees at the Benjamin Franklin and Georgetown Universities, and completed a master's at Harvard in 1956. From 1939–46, he was a class investigator at the Civil Service Commission. Survivors include his wife, two sons, a sister and four grandchildren. □

Thomas P. Dillon, 69, a Foreign Service officer who was director of the Policy Plans and Guidance Staff from 1963 until he retired in 1966, died on May 15.

Beginning his career in 1941, he was vice consul in Toronto, third secretary and vice consul in Moscow, second secretary and vice consul in Warsaw and Bern, first secretary and consular officer in Reykjavik, consular officer in Hong Kong and counselor in Prague. He was detailed to the National War College in 1955 and again in 1961 as director of the Department of Political Affairs. In 1945 he was assigned to England, where he performed liason with the government-in-exile of Poland.

Mr. Dillon was born in Wisconsin. He earned a bachelor's and master's at the University of Pittsburgh, and completed a second master's at Harvard. Survivors include his wife, three daughters and two sons. □

Thomas M. Gaffney, 67, a security officer who retired in 1973 after an assignment to the arms control talks in Geneva, died on May 8 at the Maine Medical Center in Portland.

Born in Danvers, Mass., Mr. Gaffney was graduated from Harvard in 1941. He served in the Army during World War II, then the Korean conflict, and received three Bronze Stars and a Purple Heart. Joining the Foreign Service in 1953, he was assigned to Bangkok, Paris, Rome, Saigon and London. From 1965–67, he worked in the Office of Security.

Survivors include his wife, two sons, two brothers and two sisters. □

Valerie A. Kennedy, 83, a Foreign Service employee who retired in 1965, died on April 28.

Joining the Service in 1943, Ms. Kennedy was a clerk in Bogota, San Salvador, Nassau, Havana and Brussels. Other assignments included Montreal, Mexico and Rome, as a mail and records supervisor; and Cairo as a communications supervisor.

Ms. Kennedy was born in Rochester, Minn. Survivors include a sister. □

Lewis M. Lind, 78, a retired economic officer who served in New Delhi and Zurich, died of cardiac arrest on May 1 at a nursing home in Santa Fe, N.M.

Joining the Department in 1950, he was assigned to the Bureau of German Affairs as an international economist and chief of the trade branch. From 1959–61, he was detailed to the Department of Commerce. He retired in 1964.

Mr. Lind was born in Cleveland. He was graduated from Yale in 1929. Other Government employment included posts at the National Recovery Administration, 1933–35; the Bureau of Foreign and Domestic Commerce, 1935–42; the Foreign Economic Administration, 1942–44; and the Department of the Army, 1948–49. Survivors include a son, a daughter, three grandchildren, a brother and his stepmother. □

Bert S. Fielden, 72, who held management and public affairs positions with State and USIA before his retirement from the Foreign Service in August 1974, died on June 3. He had held assignments as press officer in Berlin; press and film officer in Bremen; and as a press officer with the Department of the Army until 1950, when he joined the Foreign Service.

Mr. Fielden was assigned as general manager of the Wiener Kurier in Vienna. He later was general manager of a radio network. He served with USIA in Berlin as deputy director for administration, Radio in the American Sector, 1957–58. He was a foreign affairs officer with USIA, and agency executive officer in Rio de Janeiro, Paris and Mexico until his retirement.

His survivors include his wife and two daughters. □

Hilliard Roderick, 63, a former Foreign Service Reserve officer who was a nuclear physicist and former director of the environment directorate of the Paris-based Organization for Economic Cooperation and Development, died of cancer on May 25 at Georgetown University Hospital.

He headed the directorate from 1971 to 1978. He is survived by his wife, science journalist Ulla Magnusson. Contributions in his memory may be made to the Hilliard Roderick Foundation for the Prevention of Inadvertent Nuclear War, 3916 Georgetown Court N.W., Washington, D.C. 20007. ■

It makes good sense to join the Payroll Savings Plan. But do it now, before bills pile up, medical emergencies occur, college tuition goes up again, or car repairs knock your family budget out of synch. Buy U.S. bonds. □

Library Booklist

East Africa

Part I

General

BEREKET H. SELASSIE. *Conflict and Intervention in the Horn of Africa*. New York, Monthly Review Press, 1980. 211 p. DT367.8.B47

CASIMATI, NINA. *Guide to East Africa: Kenya, Tanzania, and the Seychelles*. 2nd ed. London, Travelaid, 1985. 191 p. DT365.17.C37 1985 Ref.

DARCH, COLIN. *A Soviet View of Africa: an Annotated Bibliography on Ethiopia, Somalia and Djibouti*. Boston, G.K. Hall, 1980. 200 p. Z3521.D37

DOUGHERTY, JAMES E. *The Horn of Africa: a Map of Political-Strategic Conflict*. Cambridge, MA, Inst. for Foreign Policy Analysis, 1982. 74 p. DT367.8.D68

LEWIS, J. M. *Nationalism and Self-Determination in the Horn of Africa*. London, Ithaca Press, 1983. 226 p. DT367.8.N38

MOHIDDIN, AHMED. *African Socialism in Two Countries*. Totowa, NJ, Barnes and Noble, 1981. 231 p. HX446.S.A6M63 (Kenya and Tanzania are the countries.)

POTHOLM, CHRISTIAN P. and RICHARD A. FREDLAND, eds. *Integration and Disintegration in East Africa*. Washington, University Press of America, 1980. 219 p. HC860.I57 (On the East African community.)

NABUDERE, D. WADADA. *Imperialism in East Africa*. London, Zed, 1981. 2 vols. HC860.N32

OTTAWAY, MARINA. *Soviet and American Influence in the Horn of Africa*. New York, Praeger, 1982. 187 p. DT367.63.S65087

Kenya

ANKER, RICHARD, and JAMES C. KNOWLES. *Population Growth, Employment, and Economic-democratic Interactions in Kenya: Bachue-Kenya*. New York, St. Martin's Press, 1983. 735 p. HB3662.5.A3A54 (Bachue-Kenya is an economic-demographic simulation model.)

GOLDSWORTHY, DAVID. *Tom Mboya, the Man Kenya Wanted to Forget*. Nairobi, Heinemann, 1982. 308 p. DT433.582.M35G64

HUNT, DIANA. *The Impending Crisis in Kenya: the Case for Land Reform*. Brookfield, VT, Gower, 1984. 314 p. HD1333.K4H86

KARIMI, JOSEPH, and PHILIP OCHIENG. *The Kenyatta Succession*. Nairobi, Transafrica, 1980. 195 p. DT433.58.K35

KITCHING, G. N. *Class and Economic Change in Kenya: the Making of an African Petite Bourgeoisie 1905–1970*. 479 p. New Haven, CT, Yale Univ. Press, 1980. HV793.A8K57

LANGDON, STEVEN. *Multinational Corporations in the Political Economy of Kenya*. New York, St. Martin's Press, 1981. 229 p. HG5843.A3L36

NELSON, HAROLD D., ed. *Kenya, A Country Study*. 3rd ed. American Univ., Foreign Area Studies, Washington, 1984. 334 p. DT434.K4A54 1984

NGUGI wa THIONG'O. *Barrel of a Pen; Resistance to Repression in Neo-Colonial Kenya*. Trenton, NJ, Africa World Press, 1983. 103 p. DT433.584.N49

NGUGI wa THIONG'O. *Detained, a Writer's Prison Story*. London, Heinemann, 1981. 232 p. PR9381.9.N45Z468

O'KEEFE, PHIL, PAUL RASKIN, & STEVE BERNOW, eds. *Energy and Development in Kenya: Opportunities and Constraints*. Stockholm, Bejer Institute, Royal Swedish Academy of Sciences, 1984. 185 p. TJ163.25.K4E54

OYUGI, WALTER OUMA. *Rural Development Administration: A Kenyan Experience*. New Delhi, Vikas Pub. House, 1981. 227p. HN793.A8088

REMPEL, HENRY. *Rural-Urban Labor Migration and Urban Unemployment in Kenya*. Laxenburg, Austria, International Institute for Applied Systems Analysis, 1981. 211 p. HB2126.K4R45

SCHMID, JOHN. *The Kenya Magic*. Nairobi, Breachwood Publications, 1983. 192 p. DT433.524.535 (Contains color photographs of cities, people, and landscapes.)

SWAINSON, NICOLA. *The Development of Corporate Capitalism in Kenya, 1918–1977*. Berkeley, CA, Univ. of California Press, 1980. 306 p. HC517.K458

WA GITHUMO, MWANGI. *Land and Nationalism: the Impact of Land Expropriation and Land Grievances upon the Rise and Development of Nationalist Movements in Kenya, 1885–1939*. Lanham, MD., Univ. Press of America, 1981. 477 p. HD983.W3

World Bank. *Kenya, Growth and Structural Change*. Washington, World Bank, 1983. 2 vols. HC865.K4

Tanzania

AMIN, MOHAMED, et al. *Journey Through Tanzania*. London, Bodley Head, 1984. 191 p. DT440.5.A47 (Contains color photographs of wildlife, people and landscapes.)

COULSON, ANDREW. *Tanzania: a Political Economy*. New York, Oxford Univ. Press, 1982. 394 p. HC885.C68

FREYHOLD, MICHAELA VON. *Ujamaa Villages in Tanzania: Analysis of a Social Experiment*. London, Heinemann, 1979. 201 p. HX771.3.A3F73

HYDEN, GORAN. *Beyond Ujamaa in Tanzania: Underdevelopment and an Uncaptured Peasantry*. Berkeley, Univ. of California Press, 1980. 270 p. HN797.A8H93

ISHUMI, ABEL G. M. *The Urban Jobless in Eastern Africa . . . With Special Reference to Tanzania*. Uppsala, Scandinavian Institute of African Studies, 1984. 112 p. HD5841.3.H6I84

KARIOKI, JAMES N. *Tanzania's Human Revolution*. University Park, Pennsylvania State Univ. Press, 1979. 229 p. HN797.A8K37

MATTHIESSEN, PETER. *Sand Rivers*. Photo by Hugo van Lawick. New York, Viking, 1981. 213 p. (About the Selous game reserve.)

SWANTZ, MARJA-LIISA. *Women in Development: a Creative Role Denied? The Case of Tanzania*. New York, St. Martin's Press, 1985. 177 p. HD6211.3.S93

TURSHEN, MEREDITH. *The Political Ecology of Disease in Tanzania*. New Brunswick, NJ, Rutgers Univ. Press, 1984. 259 p. RA552.T34T87

WESTERLAND, DAVID. *Ujamaa na Dini: a Study of Some Aspects of Society and Religion in Tanzania, 1961–1977*. Stockholm, Almquist and Wiksell, International, 1980. BL2470.T3W47

YEAGER, RODGER. *Tanzania, an African Experiment*. Boulder, CO, Westview, 1982. 136 p. DT438.Y4

Uganda

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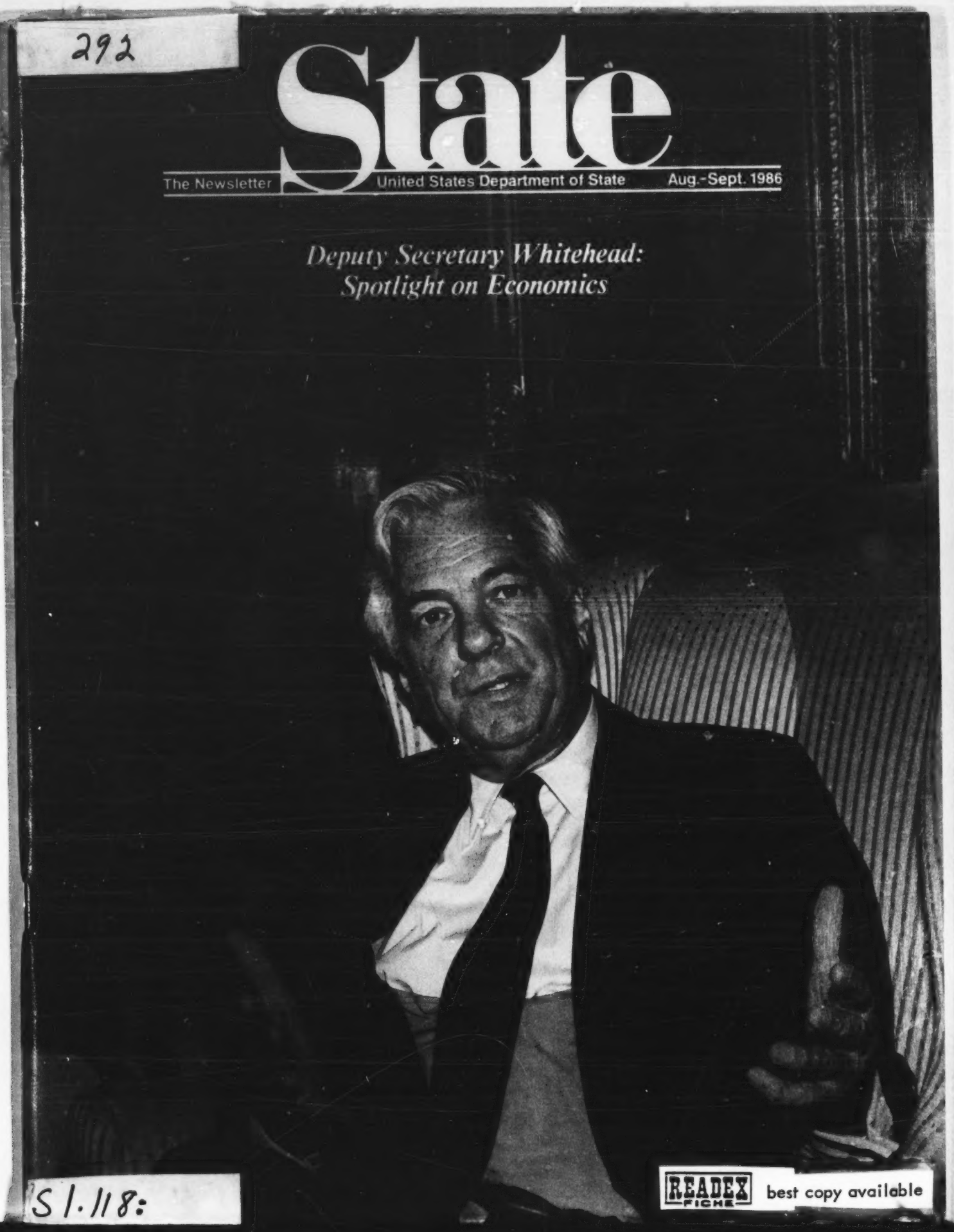
State

The Newsletter United States Department of State Aug.-Sept. 1986

Deputy Secretary Whitehead: Spotlight on Economics



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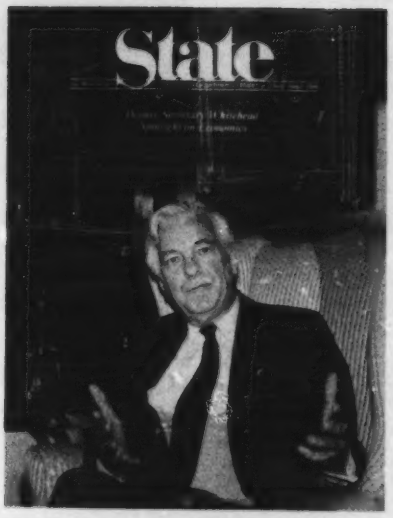

THE COVER—The seventh floor wants to upgrade the economic function in the Department, and the people who perform it. To find out why, turn to Page 2. (*Photo by Robert E. Kaiser*)

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State

August–September 1986
No. 292

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Letters to the Editor

Conflict of interest?

ARLINGTON, VA.

DEAR SIR:

Identifying it as the most important point of his address on Foreign Service Day, Under Secretary for Management Ronald I. Spiers called on Department and Foreign Service personnel to come forward with suggestions for an improved operation. Hopefully this signals a new appreciation of the potential benefits to be realized from this form of participatory management. "Hopefully" because such an appreciation has been notably absent in the past . . .

The under secretary, who is fond of looking to the private sector for cues to improvement in the Department, would do well to compare the Department's suggestion program with programs in some of the more progressive firms in the United States. Specifically, he should look at the integrity of the evaluation process. Employee suggestions are presently forwarded for assessment to that area of operations to which the suggestion relates. In a sense, the bureau or office concerned is both party and judge in the same affair. "Party" because the suggestion (particularly if it involves significant putative savings) is perceived by that office as an indictment of those persons in authority who presumably should, themselves, have thought of the idea. "Judge" because, correctly or not, they claim a monopoly of the expertise necessary to evaluate the idea—and their decision is final. There is no established route of appeal.

Ideally, employee suggetions should be evaluated in isolation from those in authority in the related area of expertise. Practically this may be impossible, particularly in highly technical fields. There the experts must have an input, but that input should be in the nature of a comment, not a ruling.

Evaluation proper should rest with

—(Continued on Page 32)

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Editorial Staff
Executive editor Francis J. Matthews
Editor Sanford (Whitey) Watzman
Associate editor Barnett B. Lester
Staff writer Donna Gigliotti
Staff assistant Arlene Stratton □

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There are 11 monthly issues (none in August). Deadline for submitting material for publication usually is the 10th of each month. Contributions (consisting of general information, articles, poems, photographs, art work) are welcome. *Double-space* on typewriter, spelling out job titles, names of offices and programs—*acronyms are not acceptable.*

Black-and-white, glossy-print photos reproduce best. Each photo needs a caption, double-spaced, identifying all persons left to right. Send contributions to STATE magazine, DGP/PA, Room B-266. The office telephone numbers are (202) 647-2019,–1648 and –1743.

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Shultz wants greater role for economics, economics officers

Deputy Secretary Whitehead explains why in interview with STATE

Recent actions by Secretary Shultz have had the goals of strengthening the economic functions of the Department and expanding professional opportunities for economic officers. The Secretary's announcement of the changes ordered by him is reproduced here, with the text of an interview with Deputy Secretary John C. Whitehead, who explains the Secretary's decisions, which Mr. Whitehead will implement. The questions were put to him by STATE *editor Sanford Watzman. The photos are by Robert E. Kaiser.*

Q—SECRETARY SHULTZ is saying, in his recent cable and letter "to my colleagues" in the Department, that the Foreign Service has to strengthen its economic capabilities. Can you tell us why the Secretary feels this way?

A—Because international economic issues have grown in importance in the past 15 years or so, to the extent that they're now a major force in determining our foreign policy priorities, both in bilateral and multilateral contexts. As you know, trade and foreign capital flows are having an increasing impact on our domestic economy. So Foreign Service officers must have the qualifications to understand economic relationships and the linkages between domestic and foreign policies. And there's another fact we can't ignore—that international economic policy, potentially, is one of the strongest diplomatic tools at our disposal for conducting relations with other nations, whether they're allies or adversaries.

'Our people [must] ... outperform their counterparts'—Whitehead

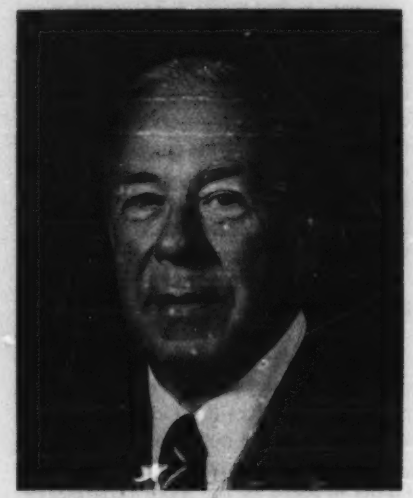
Q—I wonder if you could be more specific. Just where is the theater of operations that the Secretary is talking about?

A—Well, an obvious example is that economic issues are to a large extent dominating our dialogue with Japan and our European allies. And this is equally true for most of the developing nations, who want greater market access for their exports and increased assistance to cope with large debt burdens. But that isn't all. Finding ways to assist Mexico to resolve its current financial crisis is now a top foreign policy priority. And even in eastern Europe, where bilateral economic ties are relatively less developed, our people have to deal with such complex economic issues as negotiating debt reschedulings and evaluating the pace and substance of economic reforms.

Q—I suppose all this is true in the multilateral arena as well?

A—Yes, our support for U.S. participation in international financial institutions such as the International Monetary Fund and the World Bank has grown dramatically in recent years. At the same time, the focus in these organizations has turned to exceedingly complex issues, such as improvement of the global monetary system and

Text of statement by Secretary Shultz



Deputy Secretary John C. Whitehead formed a committee to develop recommendations to upgrade the Department's ability to perform basic economic policy work. The committee,

TO MY COLLEAGUES in the Department of State:

Over the last decade, the nation's foreign economic policy interests have commanded ever increasing priority on our foreign policy agenda. Over the same period, economic issues, particularly international trade and finance issues, have become exceedingly complex. It is my firm belief that unless the Foreign Service responds to this new reality through a significant enhancement of its personnel and management policies, the foreign policy interests of the United States will not be well served.

Earlier in my tenure, we took a significant step in the right direction when the Bureau of Economic and Business Affairs remodeled and expanded its informal "think tank," the Policy and Analysis Staff. But more fundamental steps remained to be taken. Accordingly, at my direction,

whose members included the under secretaries for economic affairs and management, the director general and the assistant secretary for economic and business affairs, has completed its deliberations and reported to me. I have approved all of its proposals. These proposals will:

—Establish rigorous, functionally-oriented recruitment standards for economic-cone officers.

—Provide substantially increased opportunities for economic-cone career candidates to gain relevant work experience, especially as junior officers, and increase the number of advanced economic training assignments available to mid-level officers.

—Give the economic and business affairs bureau a significant role in management of the Service's economic talent. The bureau will participate fully in the process of identifying and recommending candidates for all mid-career and senior economic positions, both abroad and within the Department.

—Expand opportunities for economic officers to compete for mid-level and senior supervisory/program management positions up to and including chief-of-mission assignments.

—Accelerate office automation in the economic bureau.

The environment for performing economic policy work in the Department is highly competitive. In addition to frequent negotiations with foreign governments, our economic officers must compete within our diverse bureaucracy with the capable representatives of the numerous agencies who share responsibility for international economic policy matters. The recommendations outlined above are designed to enable the Department to excel on both fronts by insuring that we recruit more qualified personnel, and that we train, utilize and motivate them more effectively. To the extent that we succeed in this endeavor, U.S. foreign policy interests will be the ultimate beneficiary. □

Third World debt. The economic content of debate in the more traditional political organizations such as the United Nations has also expanded sharply.

Q—I note that the Secretary seems to be looking over his shoulder, too, at the rest of the Government. For instance, he says: "Our economic officers must compete within our diverse bureaucracy with the capable representatives of the numerous agencies who share responsibility for international matters." Can you explain whom he has in mind there?

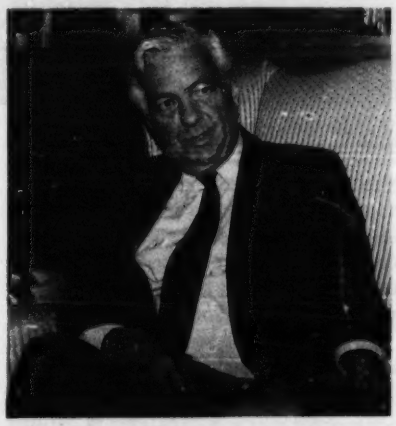
A—Of course you know that, within the Government, lead responsibility for various international economic issues is parceled out among a number of agencies—Treasury, the U.S. Trade Representative's Office, Commerce, State, and so on. But irrespective of which agency is in the lead, with few exceptions, most major issues are decided through interagency deliberation. It's clear to me that State's ability to contribute to, and be a major player, in this policy-making process is directly related to the ability of our people to perform, or even outperform, their counterparts at these other agencies.

Q—O.K., I'd like to move now to the report that your committee has produced. I see that your group consisted of the under secretaries for economic affairs and management, the assistant secretary for economic and business affairs, the director general of the Foreign Service and, of course, you. How long did it take you people to arrive at your findings and recommendations?

A—We started last fall, when the Secretary and I asked Under Secretary Wallis and Assistant Secretary McMinn to evaluate State's effectiveness in performing economic policy work. The study was completed in April. Then we began meeting periodically to develop recommendations. We presented these recommendations to the Secretary in mid-June, and he immediately approved them and asked me to implement them.

Q—I'm wondering about the people that the committee consulted with. Were they inside the Department, on the outside, or both?

A—Most of the work of the committee had an in-house focus. In the early stages of the project, though, we did seek the views of various outside individuals who had formerly held serious positions in the Department in the economic policy area.



'First and foremost, we're hiring Foreign Service officers'

Q—Your initial findings and recommendations have to do with recruitment. You evidently have concluded that the Foreign Service isn't attracting the superstars in economics, nor the young people with the best credentials. But this raises an interesting question. Which is

Mr. Whitehead, **with** *W. Allen Wallis,* **economic under secretary.** *(Photo by Ann Thomas)*

better—to hire economists and then try to make Foreign Service officers out of them, or to hire Foreign Service officers, as we have been doing, and then train them to become economists?

A—I'm glad you asked that question. Our purpose isn't to hire a special group of people with highly technical skills. First and foremost, we're hiring Foreign Service officers. But for all the reasons I just mentioned, we do feel a need to ensure that Foreign Service officers coming into the economic cone have the solid grounding in economics that management of our foreign policy—increasingly—requires. It's a matter of the Foreign Service keeping up with the age we live in, when economic issues are increasingly dominating our foreign policy agenda. Now, since economics is one of the most popular undergraduate majors in American universities, it shouldn't be hard to attract applicants with these skills—provided, of course, that we get the word out that we want and need such people. It's much more cost effective for us to bring people in with the basic skills we *know* they'll need, rather than train them at our expense after they're on board.

Q—But how do you square this with the traditional philosophy of the Foreign Service, which is, as I understand it, that the nation is better served by having a corps of generalists—men and women trained and experienced to handle *any* crisis that may arise anywhere?

A—It's really quite simple. In the era we live in, our officers, to be good generalists, must have a minimal level of economic literacy to handle these crises you speak of. The crises today aren't just political or military. They're just as often a debt crisis, or a balance-of-payments crisis, or an economic crisis of the kind we've seen in Africa, where millions of people face starvation. I'd like to say something else. The fact that we presently have a cone system in place is significant. It recognizes that, for an effective and balanced Foreign Service, we need individuals to develop and reflect strengths in various functional areas. So the fact that we will be upgrading the average economic skills of new entrants into the Service means that these individuals will be required to display the same general, broad-based knowledge and versatility that has been—and it will continue to be—the hallmark of our career diplomats.

Q—I see that the Bureau of Economic and Business Affairs is going to be given a role in the assignments process—a role "equal" to that of the geographic bureaus. Is there any precedent for this in the Department—where a functional bureau has the kind of clout in assignments to make it the "equal" of the Bureau of Personnel and the receiving bureaus?

A—This aspect of our reform package is, I believe, perhaps the most significant in bringing about change in the way we've traditionally "done business" with respect to assignments. It recognizes that the economic bureau is best suited—or at least equal—to the geographic bureaus in identifying the economic skills that are needed, and the officers who have these skills, to fill the important economic positions in our embassies. Now you ask about precedent. I believe this is really a matter

'Versatility ... hallmark of our diplomats'

of restoring to that bureau the kind of clout it had in earlier years.

Q—Incidentally, I'm told, while we're on this subject, that you spent some time personally observing the assignment process in the Bureau of

Personnel. I understand you sat in on an assignments paneling session. Can you tell us what your impressions were?

A—Certainly. I was impressed with the thoroughness of the paneling process. In every case I observed, a genuine effort was made to ensure that each candidate had the qualifications required for each job. You can understand that, to an outsider, the assignments process might seem haphazard, but sitting in on the session helps to dispel that notion.

Q—I'm fascinated by this one section of your report that documents how economics officers are under-represented, if you will, at the ambassadorial level and so forth. I hope you don't mind my saying so, but this sounds like an affirmative action plan for economic officers.

A—Well, I don't see it exactly that way. I see it as a concerted effort to make the necessary adjustments in our management of foreign policy, as economic issues are given greater weight in the senior decision-making process. Let me give you a personal example. I recently came back from a trip to Brazil, where I had an opportunity to discuss the full range of bilateral issues with all of Brazil's top leadership, including their president. I was struck by the degree to which these discussions were dominated by economic and trade issues, many of a very complex nature. Without my financial background, I would have been hard-pressed to understand them all. I give you this as an example of why our senior representatives overseas must be well-versed in economics. And to that extent, we need to do a better job of matching the skills of our officers with the issues they'll be dealing with in their countries of assignment. Economic issues are playing a more dominant role, and this will inevitably mean assigning officers with greater backgrounds in economics to more and more important positions, including ambassadorial positions. And this will also, hopefully, have the side benefit of improving the morale and commitment of our economic cone officers all the way down through the ranks. So I tend to look at this subject from a broad perspective—we're undertaking a fundamental restructuring of the way we manage our human resources that are dedicated to economic work, as a response to recent trends in foreign policy which have placed a greater premium on their talents.

In the Bureau of Economics and Business Affairs, reviewing the report of the Whitehead committee, from left: Assistant Secretary *Douglas W. McMinn*, executive director *David H. Burns* and *Nicholas Burakow*, acting director, Office of Monetary Affairs. ***(Photo by Ann Thomas)***

Q—But aren't the country and the Foreign Service better served when the ambassador who's selected rises to that level because he or she is the best of the lot, regardless of cone?

A—Yes, and our objective in selecting ambassadors is always to select the absolute best. But at the same time, we should recognize that conal specialization outside of the political cone shouldn't act as an explicit or implicit screen to prevent fully qualified officers in other cones from being identified as ambassadorial timber. It makes a lot of sense, for those posts where economic issues dominate our bilateral relations, to appoint ambassadors who have demonstrated background and experience in economics, and the economic cone is one logical place to look for such experience. The generalist professional development approach that we apply to all officers, regardless of functional specialization, means that an economic-cone ambassadorial appointee, too, would have the broad-guaged background, knowledge and experience for successful job performance.

Q—Your report indicates, too, that the Bureau of Economics and Business Affairs is being strengthened as well. Secretary Shultz, for instance, cited what he called the new "think tank" they have over there—the Planning and Economic Analysis Staff. What sort of people and how many have been hired for that operation, and how do they fit into the new scheme of things?

A—This upgrading of the bureau's Planning and Economic Analysis Staff is part and parcel of our overall commitment to enhance State's economic capabilities. Last year, in the spring, Secretary Shultz made a number of decisions about creating a "mini" Council

'This restore[s] bureau to the clout it had'

of Economic Advisers," as it's been called. So in a way, these decisions were the first steps in this reform program, even though they don't directly affect our recommendations for improving career management for economic-cone FSOs. By the end of September this year, the Planning and Economic Analysis Staff will be up to full strength. It'll consist of about equal parts Foreign Service officers, Civil Service economists and visiting economists from the academic world. We'll bring on board six professional economists, to serve one or two-year appointments in the first year of a visitors' program. The Secretary's objective here is to create an in-house professional economic expertise which can be drawn upon by Department principals to analyze the economic implications of actual, and also anticipated, policy developments and initiatives.

Q—I'd like to get back for a minute to what the Secretary said about State competing with other Government agencies in the economics area. Your report—it's not crybaby—instead of bemoaning the fact that State has been losing bureaucratic turf in this area, maintains that the Department can recover its influence, providing it brings on board top-quality economists. Would you elaborate on this?

A—Yes. First of all, let me underscore, again, that our aim isn't simply to bring in "top-quality economists" in the formal sense of this term. What we seek to do is make a greater effort at recruiting individuals for the economic cone who've already had a basic academic grounding in economics—and who wish to apply and further develop their economic skills in a foreign affairs context. Now, as to your question, it seems fruitless for us to try to turn back the clock and recover for State its former prominence in international economic issues by virtue of executive or legislative fiat. The fact is that, considering the bureaucratic evolution that's taken place in Washington over the last 10 to 15 years, I doubt there'd be much sympathy in the White House or on the Hill for such action. But, on the other hand, it's completely within the Department's control to improve the substantive quality of its contribution to the economic policy-making process in Washington. Virtually all major international economic policy questions, whether they're trade or financial matters, are decided today through interagency deliberations. This gives us an opportunity to be a significant player on just about every issue, provided we have something substantive and important to contribute. Let me put it another way. In essence, under the old rules, major influence over international economic policy issues was guaranteed to State by dictum. But under the new rules we have to *earn* influence through the quality of our contributions.

Q—But wouldn't more bureaucratic turf in turn attract to State the kind of people you want?

A—I don't really think so. The kind of people we want—and we do in fact attract them—are those who want, first and foremost, to be Foreign Service officers. I suppose that having more turf on the economic side would also attract a large number of applicants with superb economic credentials. But they wouldn't have the versatility required for successful FSO performance. I believe that, if we can implement the recommendations we've set forth, which provide for a more concerted recruitment outreach program, we should have little difficulty in attracting an ample number of the right kinds of applicants.

Q—I'm wondering how permanent these changes are going to be. What would their status be when we get the next Secretary of State, who might not be as interested in economics as Secretary Shultz is?

A—Certainly the Secretary's personal commitment and involvement were instrumental to the success of this project. However, I don't think the permanence of these changes will be determined by the tenure of Secretary Shultz. These recommendations are being implemented, not because the current Secretary is interested in economics, but because they present a logical way for the Department, as an institution, to improve the way it manages the resources it allocates to economic policy work. As a consequence, we'll be bringing in more qualified economic officers and we'll be using them more effectively. It's hard to imagine that any future Secretary wouldn't also support this initiative.

Q—Has your committee gone out of business? Who is overseeing the implementation of your recommendations?

A—The committee hasn't gone out of business. It reported to me just on August 15 on progress being made toward implementation. The economic bureau, the under secretary for management and the director general are assuming the lead role in implementing the recommendations.

Other offices are involved to varying degrees, to the extent that they're affected by specific changes that are now underway. The committee will be convened again at the six-month and one-year marks, for a formal review of implementation .

Q—I think I've covered about everything I'd like to ask you about. Is there anything you'd like to add?

A—Yes, I'd like to thank STATE magazine for the opportunity to discuss this important initiative. ■

'No concessions' to hostage-takers, State announces formally

Pamphlet prepared by public affairs bureau outlines U.S. policy

The State Department's Bureau of Public Affairs has released a pamphlet as part of its Public Information Series—"International Terrorism: U.S. Policy on Taking Americans Hostage" (June 1986). The text follows:

U.S. Government policy

The U.S. Government will make no concessions to terrorists holding official or private U.S. citizens hostage. It will not pay ransom, release prisoners, change its policies, or agree to other acts that might encourage additional terrorism. At the same time, the United States will use every available resource to gain the safe return of American citizens who are held hostage by terrorists.

Basic premises

It is internationally accepted that governments are responsible for the safety and welfare of persons within the borders of their nations. Aware of both the terrorist threat and public security shortcomings in many parts of the world, the United States has developed enhanced physical and personal security programs for U.S. personnel and established cooperative arrangements with the U.S. private sector. It also has established bilateral counterterrorism assistance programs and close intelligence and law enforcement relationships with many nations to help prevent terrorist incidents or resolve them in a manner that will deny the perpetrators benefits from their actions. The United States also seeks effective judicial prosecution and punishment for terrorists and criminals victimizing the U.S. Government or its citizens and will use all legal methods to these ends, including extradition. U.S. policy and goals are clear, and the U.S. Government actively pursues them alone and in cooperation with other governments.

U.S. Government responsibilities when private U.S. citizens are taken hostage

Based upon past experience, the U.S. Government concluded that paying ransom or making other concessions to terrorists in exchange for the release of hostages increases the danger that others will be taken hostage. U.S. Government policy is, therefore, to reject any demands for ransom, prisoner exchanges, and deals with terrorists in exchange for hostage release. At the same time, the U.S. Government will make every effort, including contact with representatives of the captors, to obtain the release of the hostages without paying ransom, exchanging prisoners, etc.

Consequently, the United States strongly urges American companies and private citizens not to pay terrorist ransom demands. It believes that good security practices, relatively modest security expenditures, and continual close cooperation with embassy and local authorities can lower the risk to Americans living in high-threat environments.

The U.S. Government is concerned for the welfare of its citizens but cannot support requests that host governments violate their own laws or abdicate their normal law enforcement responsibilities.

On the other hand, if the employing organization or company works closely with local authorities and follows U.S. policy, U.S. Foreign Service posts can be involved actively in efforts to bring the incident to a safe conclusion. This includes providing reasonable administrative services and, if desired by the local authorities and the American organization, full participation in strategy sessions. Requests for U.S. Government technical assistance or expertise will be considered on a case-by-case basis. The full extent of U.S. Government participation must await an analysis of each specific set of circumstances.

When the goal of a U.S. private organization or company is to gain release of hostages by paying ransom or pressuring the host government for political concessions, U.S. Foreign Service posts will limit their participation to basic administrative services, such as facilitating contact with host government officials.

The host government and the U.S. private organization or citizen must understand that if they wish to follow a hostage resolution path different from that of U.S. Government policy, they do so without its approval or cooperation. The U.S. Government cannot participate in developing and implementing a ransom strategy. However, U.S. Foreign Service posts may maintain a discreet contact with the parties to keep abreast of developments. ■

News Highlights

Selection boards meet; some precepts changed

Members of the Foreign Service selection boards have convened in the Department to review performance files and to make recommendations for promotion. A board slated to meet on September 9 will make recommendations for career ambassadorships.

Precepts for the senior and intermediate selection boards include several changes this year. They apply only to Foreign Service personnel assigned to State. The major changes:

All FS-3 generalist officers seeking promotion to class FS-2, and FS-2 generalist officers seeking promotion to class FS-1, will first be reviewed for promotion consideration by a functional board. The panels will determine which officers are eligible for multifunctional consideration, in accordance with the guidelines in the precepts. Those designated will be reviewed by a separate board, in addition to their functional board.

"Multifunctional" was defined in the precepts as "encompassing functional experience not normally part of an officer's work in cone." Officers may develop competence in the multifunctional area through a broad range of assignments, training and details, domestic assignments and experience overseas. Those who are recommended and reached for promotion on a functional list and a multifunctional list will be promoted from the multifunctional list, the precepts point out.

Foreign Service secretaries in class FS-4 may be considered for promotion to FS-3, if they meet certain criteria, the precepts note. The secretaries must have served at least 15 years in the Foreign Service, with at least five years in class FS-4. In addition, they must have served as secretary to a chief of mission or assistant secretary, or equivalent or above.

Board members were reminded to give "due weight" to officers who have "fulfilled internal control responsibilities," such as exercising good management and preventing waste. The panels also were urged to "take account of the manner in which members of the Foreign Service responsible for overseeing the career candidate program have fulfilled that responsibility."

(The members of the boards are listed on Page 63.)

Premiums for group life insurance are reduced

The U.S. Office of Personnel Management has announced a 7.5% cut in the premiums for basic life coverage under the Federal Employees Group Life Insurance Program. Reductions are also being made in premiums for the optional coverages. The agency ordered the reductions following a reexamination of recent experience under the program.

The cuts went into effect with the first pay period on or after August 1. Under the revised rates, there are reductions in the premiums for basic life, in all age categories of "standard optional," and in some age categories for "additional optional" and "family optional."

No premiums were increased under the new schedule, which began August 1. For retirees, the new rates were reflected in the September 1 annuity checks. □

Just for you: a small bonus

Because of a recomputation of the number of hours in a work-year, as mandated by recent legislation, State employees will receive retroactive pay adjustments over the next several weeks resulting in a small additional sum. The average adjustment, based on a GS-10, Step 1, salary, will be $32. A message will appear on your pay stub when your adjustment is made. □

5 posts close down

The Bureau of European and Canadian affairs has announced the closing of five posts. Rotterdam, in Holland; Seville, in Spain; and Trieste, in Italy, are scheduled to shut down by the end of September. Winnipeg, in Canada, was to have gone out of business on August 30. Bremen, in West Germany, had a June 30 closing. □

BOOKFAIR—This puppet from Indonesia, about two feet tall, is of hand-carved, richly-painted wood, clothed in a traditional costume of Java. It will be on sale at the art corner.

Bookfair opens Oct. 24 with family night

Bookfair '86 will open its doors for family night, Friday, October 24, at 5 p.m. More than 100,000 hardcover and paperback books, in more than 70 categories, will be on sale, as well as close to 1 million stamps and art work from around the world. The cafeteria will serve special family fare, 3–7 p.m. featuring such children's favorites as hamburgers, fried chicken and cupcakes. Children's movies will be featured in the Dean Acheson Auditorium, from 5:30 p.m. Franna McClelland will be on hand to paint funny faces, and a clown will make balloon animals.

Bookfair will be open to the public, 10 a.m.–4 p.m., from Saturday, October 25, to Monday, October 27, and again on Thursday, October 30, to Saturday, November 1. Male and female volunteers are needed for the nonprofit event, proceeds of which go to the scholarship fund of the Association of American Foreign Service Women. Call Jeanice Bailey, 635-1099, for information. □

PASSPORT OFFICE—At the signing of collective bargaining agreement between Passport Services and the National Federation of Federal Employees, Local 1998, from left: *Francis Headley*, Local 1998 vice president; *Carolyn Scott*, steward; *Joyce Lester*, president; *Robert Sherman*, chief management negotiator; *Benny Whitehead*, chief, Administrative Services Division; *Marlene Schwartz*, chief, Office of Special Operations; *Stewart Bibbs*, Office of Program Support.

State takes over building

The Department has assumed delegated authority from the U.S. General Services Administration for operation and maintenance of the Main State building. Under the delegation, State now is responsible for the daily operation and upkeep of building equipment, including heating, ventilation, plumbing and electrical systems, and it now administers building service contracts for custodial, trash removal, landscaping services and preventive maintenance. The change is the result of an executive order signed last year by President Reagan to improve real property management. □

U.S. bond drive winds down

The year's U.S. savings bond drive in the Department has concluded, with a participation score among State employees of 15.07%. This was the proportion of the workforce containing those who became new buyers of bonds or who increased existing allotments. The goal had been 20% participation. □

State holds conference for minorities, women

Leaders of minorities and women's organizations attended a foreign policy conference, June 16, cosponsored by the Office of Equal Employment Opportunity and Civil Rights and the Bureau of Public Affairs. The meeting sought to strengthen understanding of foreign policy issues and enhance Department efforts to recruit minorities and women. Approximately 300 persons, who came also from Congress, state and local governments and organizations representing education, religion and business, attended the second annual conference. ■

KUALA LUMPUR, Malaysia—Deputy chief of mission *Michael V. Connors*, center, receives Superior Honor Award from Ambassador *Thomas P. Shoesmith*. At right is *Mary Connors*.

Want to be a 'free agent'?

It could be better than bidding

BY PRESCOTT WURLITZER
Economic officer, Harare
and
MILT DRUCKER
Economic officer, Rio de Janeiro

IT'S THE HIGH SEASON now for assignments at State—a time that's a bit like clearance sales at a factory outlet. Onward assignments are also like long congressional campaigns. Both Foreign Service officers and congressmen have to run regularly—the FSOs every three years and the lawmakers every other year—the major difference, however, being that we don't have any special interest groups or political action committees supporting us.

Everyone has a beef against the assignments system. The Department is clearly in need of an inventive solution. We would like to offer a novel approach that would entail applying free agent system transfers (FAST) to Foreign Service assignments, similar to that of professional athletes.

We need FAST ASAP but, as realistic bureaucrats, we recognize that we probably wouldn't get the same

Mr. Wurlitzer

Mr. Drucker

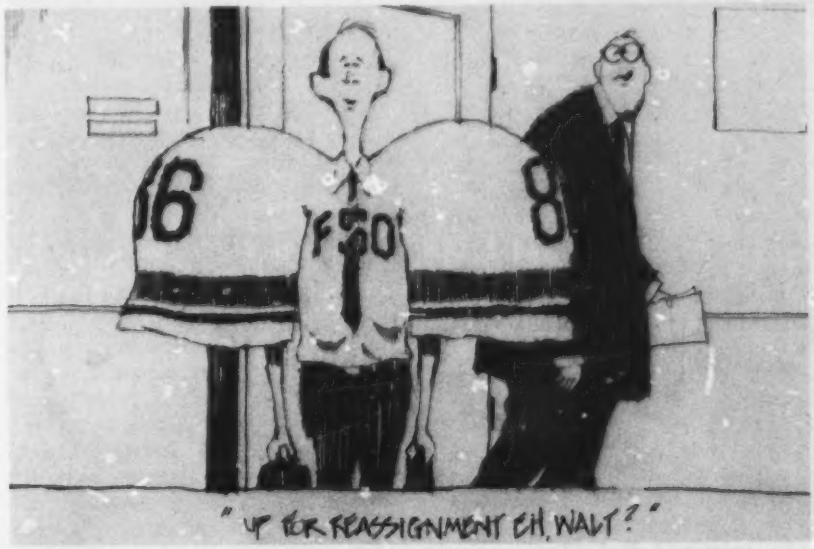
salaries that sports stars reap from their own free-agent system. Our program, however, offers several nonmonetary advantages. It would allow FSOs to *hire agents to broker their onward assignments*. This would save substantially on the Government's international phone bills, cut down "hoofing" in Department corridors and reduce medical expenses (e.g. ulcers, nervous disorders, contusions).

The FAST agents at State would be in a position to provide a different set of qualifications for an FSO to each hiring office, without compromising the integrity of the officer himself. The agent could also broker trades between embassies. Overworked embassies possessing a Water Walker (WaWa) could trade the WaWa for, say, three warm bodies and a future draft choice out of the A-100 course. Overstaffed embassies could trade a lemon for some travel funds.

To recognize seniority, 10-year veterans could veto a maximum of two deals: After all, we did sign up for *worldwide* availability.

Most important, this system would represent a free, market-oriented personnel system in keeping with current trends. It would allow overstaffed embassies to become leaner, and understaffed embassies to gain personnel. It would lead to a decrease in Bureau of Personnel staffing by 75% overnight, and the bureau's offices could become the scene of the brokers' daily meetings.

By the way, for anyone wishing to begin the system now, we know a broker offering an introductory special for only $39.95. ■



Solution to Diplo-Crostic No. 37

(See July issue)

David Halberstam. *The Amateurs*

"Carnegie visited Princeton and told Wilson what his young men needed was not a law school but a lake to row on. In addition to being a sport that built character and would let the undergraduates relax, rowing would keep them from playing football, a roughneck sport Carnegie detested."

A. Desdemona	N. Accredit
B. Awkward	O. Macbeth
C. Valentine	P. Three Ring Circus
D. Indoeuropean	Q. Huck Finn
E. Donalbain	R. Eat It
F. Hottentot	S. Adaptor
G. All's Well	T. Montague
H. Longwood	U. Auditory
I. Bolingbroke	V. Twelfth Night
J. Eighteen Two	W. Egg Drop Soup
K. Rosalind	X. Ursula
L. Saxon	Y. Redwood City
M. That Ends Well	Z. Separate □

Appointments

Reagan names 9 for ambassadorships

Senate confirmation must follow

PRESIDENT REAGAN, as of mid-August, had announced his intention to nominate nine ambassadors. Each nomination would require Senate confirmation. Tne nine, in alphabetical order by post, are:

—*Bahamas*—Carol Boyd Hallett, national field director, Citizens for America, Washington, to succeed Lev E. Dobriansky.

—*Czechoslovakia*—Julian Martin Niemczyk, chief executive officer, People to People International, Kansas City, to replace William H. Luers.

—*The Gambia*—Herbert E. Horowitz, deputy chief of mission, Beijing, to succeed Robert T. Hennemeyer.

—*Guinea*—James Malone Theodore Rentschler, ambassador-in-residence, Fletcher School of Law and Diplomacy, to succeed James D. Rosenthal.

—*Ivory Coast*—Dennis Kux, deputy director for management operations, to replace Robert Hopkins Miller.

—*Lebanon*—John Hubert Kelly, short-term special projects officer, Office of the Under Secretary for Management, to succeed Reginald Bartholomew.

—*Nigeria*—Princeton Nathan Lyman, deputy assistant secretary for African affairs, to replace Thomas W. M. Smith.

—*Spain*—Reginald Bartholomew, ambassador to Lebanon, to succeed Thomas Ostrom Enders.

—*United Arab Emirates*—David Lyle Mack, former director, Office of Lebanon, Syria, Jordan and Iraq Affairs, to replace George Quincey Lumsden Jr.

Following are biographical sketches of the persons chosen by the President.

* * *

Bahamas

Carol Boyd Hallett has been national field director in the Washington office of Citizens for America, since last year. She began her political career in 1966 with Congressman William M. Ketchum, working as his field office representative when he was a member of the California State Assembly. She later worked for Mr. Ketchum when he was a member of Congress. She also served on the staff of California State Senator Donald Grunsky.

Ms. Hallett was consultant-director, Foundation for Individual and Economic Freedom in Sacramento, 1982–83, and western regional director, also in Sacramento, for Citizens for America, 1984.

Ms. Hallett

Mr. Niemcyzk

Ms. Hallett has held several government positions, including assemblywoman, California State Assembly, for the 29th district, 1976–82; director, California parks and recreation, 1983; personal representative of the President, with the rank of special ambassador, on the delegation for the independence celebration of St. Christopher and Nevis, 1983; assistant to the secretary of the interior, Sacramento, 1984–85; and member of the presidential delegation and official election observer for the Guatemala presidential election, December 1985.

Ms. Hallett was born in Oakland, Calif., on October 16, 1937. She attended the University of Oregon and San Francisco State College.

She was named "Farmer of the Year" by the California Women for Agriculture, 1979; "Legislator of the Year" by the Associated Builders and Contractors, 1980; and "Leader of the Year" by Viewpoint magazine, 1982. She is vice chairman, Junior Statesmen of America, and a member of the 99's International Women Pilots organizations. She also belongs to Delta Delta Delta and the California Women for Agriculture.

She is married to James T. Hallett. □

* * *

Czechoslovakia

Julian Martin Niemczyk has been chief executive officer of People to People International in Kansas City, Mo., since 1983. From 1975 to 1981 he was executive director in Washington of the National Republican Heritage Group Council, Republican National Committee.

Mr. Niemczyk served in the Army and Air Force from 1940 to 1971. His military service included assignments with the Office of Strategic Services during World War II in Burma and China, the Far East Air Force headquarters in Tokyo, and assignments with U.S. embassies in Manila, Warsaw and Prague. He served in Prague during the Soviet-led Warsaw Pact invasion.

Mr. Niemczyk served a four-year tour of duty with the National Security Agency, and later as director for the Eastern European Office, International Security Affairs, Office of the Secretary of Defense, in Washington. Retiring from the armed forces in 1971, he later became director of the Heritage Groups Division of the Republican National Committee, 1973–80, and was director of the Nationalities Division of the Reagan-Bush campaign committee, 1980.

Mr. Niemczyk was born at Fort Sill, Okla., on August 26, 1920. He attended Cameron State College, 1937–39; Oklahoma University,

1939–40; and American University, Washington, 1949–50. He received a bachelor's from the University of the Philippines in 1955. He was awarded the Legion of Merit, the Bronze Star, the Defense Commendation Medal, the State Department's Achievement Honor Award (1968), and the Legion of Honor of the Armed Forces of the Philippines. He was inducted into the Field Artillery Hall of Fame at Fort Sill. As a presidential appointee, he has been a member of the Board of Visitors, U.S. Air Force Academy, since 1983.

Mr. Niemczyk is married to Margaret McCann Niemczyk. □

* * *

The Gambia

Herbert E. Horowitz was deputy chief of mission in Beijing, China, from 1984 until recently. He was consul general in Sydney, Australia, 1981–84. He joined the Foreign Service in 1956 and was assigned as economic officer in Taipei, Taiwan. He returned to Washington in 1962 to become economic officer, Office of East Asia and China Affairs. From 1964 to 1965 he was a student at Tufts' Fletcher School of Law and Diplomacy.

Mr. Horowitz then held assignments as chief, China economic unit at the consulate general in Hong Kong, 1965–69; deputy chief, Negotiations Division, Office of Aviation, 1969–71; student, National War College, 1971–72; deputy director, Taiwan relations, Office of East Asia and China Affairs, 1972–73; and chief, commercial and economic section, U.S. Liaison Office, Beijing, 1973–75.

In recent years Mr. Horowitz was director, Office of Research for East Asia, Bureau of Intelligence and Research, 1975–78; director, Office of Regional Affairs, Bureau of East Asian and Pacific Affairs, 1978–79; and director, Office of East/West Economic Policy, Treasury Department 1979–80.

Mr. Horowitz was born in Brooklyn, N.Y., on July 10, 1930. He received a bachelor's from Brooklyn College in 1952, a master's from Columbia, 1964, a second master's from the Fletcher School of Law and Diplomacy, 1965; and a diploma from the National War College, 1972. He served in the Army, 1953–55. His foreign language is Chinese Mandarin. He is a member of the Association for Asian Studies and the American Foreign Service Association. He received the Department's group Meritorious Honor Award in 1983, for reporting in Australia.

Mr. Horowitz is married to Lenore Glasser Horowitz. They have two sons, Jason and Richard. □

* * *

Guinea

James Malone Theodore Rentschler has been ambassador-in-residence at Tuft's Fletcher School of Law and Diplomacy since last year. Before that, he was ambassador to Malta, 1982–85. He entered Government service in 1959 as an assistant cultural affairs officer with USIA. He served first in Rio de Janeiro, then in Saõ Paulo. From 1961 to 1963 he was a branch public affairs officer with USIA in Fez, Morocco.

Mr. Horowitz

Mr. Rentschler

After his tour there, Mr. Rentschler became public affairs officer in Ouagadougou, Burkina Faso. From 1965 to 1966 he was on detail to the Johns Hopkins European Center in Bologna, Italy. He later was press attaché and acting counselor, U.S. mission to NATO, in Paris and Brussels, 1966–69. In recent years he has held assignments as deputy cultural attaché, Paris, 1969–71; counselor of embassy for press and cultural affairs, Bucharest, 1971–74; a student at the Senior Seminar on Foreign Policy, 1974–75; senior Foreign Service inspector, USIA, 1975–76; counselor of embassy for public affairs, Rabat, 1976–78; and senior staff member and director of West European affairs, National Security Council, 1978–82.

Mr. Rentschler was born in Rochester, Minn., on October 16, 1933. He received a diploma from the University of Paris (Sorbonne), 1954; a bachelor's from Yale, 1955; and a master's from Johns Hopkins, 1966. His foreign languages are French, Italian, Portuguese and Romanian. Before joining the Foreign Service, he was a military linguist (intelligence) with the Army Security Agency, 1955–58, and a mortgage and title examiner, Berks County Trust Co., Reading, Pa., 1958–59. He won USIA's Meritorious Honor Award, 1968; the Superior Honor Award, 1982; the Presidential Meritorious Service Award, 1983; and the Distinguished Honor Award, 1985. He has written short fiction and public affairs articles in newspapers and magazines. He is a member of Phi Beta Kappa and the International Institute of Strategic Studies.

Mr. Rentschler has two sons, James Felix and Jeffrey William. □

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Ivory Coast

Dennis Kux, a career member of the Senior Foreign Service, class of minister-counselor, has been deputy director for management operations since 1984. Before that, he was deputy assistant secretary for coordination, Bureau of Intelligence and Research, 1980–84.

Mr. Kux joined the Foreign Service in 1955 and was assigned as an economic officer, Trade Agreements Division, Bureau of Economic and Business Affairs. The following year he became an economic officer in the bureau's Fuels Division. From 1957 to 1959 he was an economic officer and second secretary, Karachi and, from 1960 to 1962, commercial and consular officer, Madras.

Mr. Kux later held assignments as

Nepal desk officer, Office of South Asian Affairs, 1962–64; assignments officer, Bureau of Personnel, 1964–66; political officer and second secretary, Bonn, 1966–69; political officer and first secretary, Islamabad, 1969–71; and student at the Army War College, 1971–72. In recent years he was India desk officer, Bureau of Near Eastern and South Asian Affairs, 1972–74; country director for India, Nepal and Sri Lanka, 1974–77; student at the Senior Seminar at the Foreign Service Institute, 1977–78; and political counselor, Ankara, 1978–80.

Mr. Kux was born in London on August 11, 1931. He received a bachelor's from Lafayette College in 1952 and a master's from Tufts' Fletcher School of Law and Diplomacy, 1955. His foreign languages are French, German, Urdu, Tamil and Turkish.

Mr. Kux

From 1952 to 1954 he served with the Army. He won the Army's Bronze Star Medal, 1954; the Department's Meritorious Honor Award, 1974; and the National Intelligence Distinguished Service Medal, 1984. He is a member of the American Foreign Service Association, Association of Asian Studies and the Asian Society, and the author of articles in Parameters, the Foreign Service Journal (with Michael Boerner), and Population Review.

Mr. Kux has three children—Leslie, Sally and Brian. □

* * *

Lebanon

John Hubert Kelly, a career member of the Senior Foreign Service, class of counselor, has been short-term special projects officer, Office of the Under Secretary for Management, since early last year. Before that, he was principal deputy assistant secretary for European affairs, 1983–85.

Mr. Kelly joined the Foreign Service in 1965. He was vice consul, Adana, Turkey, 1965–66, then third secretary at Ankara until 1967. After Thai language training in 1968, he was assigned as politico-military officer, Bangkok, where he served until 1969. He later held assignments as consul, Songkhla, Thailand, 1969–71; as a student at the Armed Forces Staff College, Norfolk, Va., 1971–72; politico-military analyst, Bureau of Intelligence and Research, 1972–73; and assistant for Thailand in the Office of the Secretary of Defense, 1975–76.

Mr. Kelly was then assigned as politico-military officer, Bureau of Politico-Military Affairs, 1974–75; special assistant to the counselor of the Department, 1975–76; and politico-military officer, Paris, 1976–80. In recent years he has been director, Secretariat Staff, 1980–81; deputy executive secretary of the Department, 1981; and a Una Chapman Cox fellow at Georgetown's Institute for the Study of Diplomacy, 1981–82. He was senior deputy assistant secretary for public affairs, 1982–83.

Mr. Kelly was born in Fond du Lac, Wisc., on July 20, 1939. He received a bachelor's from Emory University in 1961. His foreign languages are French and Thai.

Before joining the Foreign Service he was a teacher at George Washington High School, Danville, Va. 1962–63, and Niles High School, Niles, Mich., 1963–64.

He is a member of the American Foreign Service Association and the Council on Foreign Relations. He won the State Department's Meritorious Honor Award, 1973, and the Defense Department's Distinguished Service Award, 1974. He has written "French Defense: An American Appreciation," in Defense and Foreign Affairs (Spring 1982), published by the American Enterprise Institute, and "The Paris Hijacking," in "Diplomats and Terrorists: What Works and What Doesn't," published by Georgetown University, 1982.

Mr. Kelly has a son, David Snowdon Kelly. □

* * *

Nigeria

Princeton Nathan Lyman, a career member of the Senior Foreign Service, class of career minister, has served as deputy assistant secretary for African affairs since 1981. Before that, he was director, Office of Inter-African Affairs, 1980–81.

Mr. Lyman began his Government career as an international relations officer with AID in 1961. Three years later he was appointed a program officer, also with AID, in Korea. From 1967 to 1968 he was a research fellow at Harvard. He returned to Washington in 1968 to become director, AID's Office of Civic Participation, then director, Office of Development Resources in the Africa Bureau. He later held assignments as AID director in Ethiopia, 1976–78, and deputy director, later director, Planning Office, Institute for Scientific and Technological Cooperation Administration.

Mr. Lyman was born in San Francisco on November 20, 1935. He received a bachelor's from the University of California in 1957 and a master's in 1959 and a doctorate in 1961 from Harvard. His foreign language is French. Before entering the Foreign Service he was a salesman for Michael Tenenbaum, Boston, 1957–59, and a teaching/research assistant at Harvard, 1959–61.

Mr. Lyman received AID's Meritorious Honor Award, 1966, and its Superior Honor Award, 1971. He won the William Jump Memorial Certificate for Public Service, 1975, and Senior Foreign Service performance pay awards, 1983–85. He is a member of the American Foreign Service Association and the African Studies Association. He has written many articles for professional journals, including Pacific Affairs, Orbis and the Journal of Comparative Administration. He is the author (with David Cole) of "Korean Development: The Interplay of Politics and Economics," and "Economic Development in South Korea: A Retrospective View of the 1960s," in Edward Wright's "Korean Politics in Transition."

Mr. Lyman is married to Helen

Carolyn Ermann. They have three daughters, Cindy, Sheri Lyman Laigle, and Lorie. □

* * *

Spain

Reginald Bartholomew, a career member of the Senior Foreign Service, class of career minister, has been ambassador to Lebanon since 1983. Before that, he was the U.S. special negotiator for U.S.-Greek defense and economic cooperation (base) negotiations, with the personal rank of ambassador, 1982–83.

Mr. Bartholomew began his Government career in 1968, as an analyst with the Policy Planning Staff, Office of the Assistant Secretary of Defense for International Security Affairs. He was deputy director of the staff, 1969–73, and director of policy plans for National Security Council affairs and the task force on mutual and balanced force reductions later in 1973. He was director of the Policy Planning Staff, 1973–74. He became deputy director of the State Department's Policy Planning Staff in 1974. Three years later, he was appointed deputy director, Bureau of Politico-Military Affairs. From 1977 to 1979 he was on detail to the National Security Council. Mr. Bartholomew returned to the Department in 1979 as director, Bureau of Politico-Military Affairs, serving in that position until 1981. From 1981 to 1982 he was special Cyprus coordinator, Bureau of International Organization Affairs.

Mr. Bartholomew was born in Portland, Me., on February 17, 1936. He received a bachelor's from Dartmouth in 1958 and a master's from the University of Chicago in 1960. He was an adviser, Committee on International Relations, University of Chicago, 1960–62; instructor in social sciences, also at the university, 1961–62; research fellow, Social Sciences Research Council, Paris, 1962–63; again instructor in social sciences at the university, 1963–64; and lecturer in government, Wesleyan University, Middletown, Conn., 1964–68. His foreign languages are French, German, Italian and Spanish.

Mr. Bartholomew's honors and awards include the Defense Department's Outstanding Performance Award, 1974; the Meritorious Honor Award, 1974; the State Department's Distinguished Honor Award, 1976, and its Superior Performance Award, 1984; and an honorary doctorate of laws from Wesleyan, 1985. He shared a Superior Honor Award that was presented to Embassy Beirut last year. He is a member of the International Institute for Strategic Studies and the Council on Foreign Relations.

Mr. Bartholomew is married to Rose-Anne Dognin Bartholomew. They have four children—Sylvie, Christian, Damien and Jonathan. □

* * *

Mr. Bartholomew

Mr. Mack

United Arab Emirates

David Lyle Mack has been a member of the Senior Seminar since last summer. Before that, he was director, Office of Lebanon, Syria, Jordan and Iraq Affairs. From 1979 to 1982 he was deputy chief of mission, Tunis, and for eight months during that period he was chargé d'affaires.

Mr. Mack joined the Foreign Service in 1965. He has held assignments as economic and consular officer, Baghdad, 1965–66; consular officer, Amman, 1966–67, and Jerusalem, 1967–68; as a student in Arabic language training, Beirut, 1968–69; and political officer, Tripoli, 1969–70. After a tour as principal officer, Benghazi, 1970–72, he returned to Washington to become regional policy officer, Bureau of African Affairs.

Mr. Mack later was Tunisian desk officer, 1973–75; senior watch officer in the Department's Operations Center, 1975–76, and political officer, Baghdad, 1976–79. During that time he was acting principal officer for nine months.

Mr. Mack was born in Portland, Ore., on June 10, 1940. He received a bachelor's from Harvard in 1962 and a master's in Mideast studies, also from Harvard, in 1964. He attended American University of Cairo, 1964–65, as a Fullbright fellow. His foreign languages are Arabic and French. He won the Department's Meritorious Honor Award in 1977 and its Superior Honor Award in 1978 and 1983. He is a member of the American Foreign Service Association.

Mr. Mack is married to Rosamond E. Pratt. They have a daughter, Catherine Sarah. □

William Mansfield gets high UN post in Kenya

Senior Foreign Service officer William H. Mansfield III has been appointed deputy director of the UN Environment Program. The appointment was announced by UN secretary general Javier Perez de Cuellar. Mr. Mansfield, who will carry the rank of assistant secretary general, assumed his duties at the program's Nairobi, Kenya, headquarters on July 12.

Mr. Mansfield has held positions in the Department as environmental officer on the Canadian desk and as deputy director of the Office of Environment and Health, Bureau of Oceans and International Environmental and Scientific Affairs. He was detailed to the National Marine Sciences Council and to the U.S. Environmental Protection Agency, where he recently completed a three-year assignment as deputy associate administrator for international activities. □

Nolan's name to Senate

James Edward Nolan Jr., first director of the Office of Foreign Missions, established in 1983, is slated to

continue in that office, but as a presidential appointee with the rank of ambassador. Recent legislation requires presidential designation and confirmation by the Senate. President Reagan has announced his intention to submit Mr. Nolan's name to the Senate. □

People at State

President Reagan has accorded the personal rank of ambassador to **J. Douglas Holladay,** director, South African Working Group on Public Diplomacy . . . **Edmund T. DeJarnette** is a deputy in the Office of the Program Inspector General . . . **Denis Lamb** has become the principal deputy assistant secretary in the Bureau of Economic and Business Affairs . . . **Roy A. Stacy** has assumed duties as deputy assistant secretary in the Bureau of African Affairs . . .

Eugene L. Scassa is the new executive director, Bureau of Inter-American Affairs . . . **Jerry Ogden** has been named deputy assistant secretary for visa services, Bureau of Consular Affairs . . . In the Bureau of Administration, **James B. Lackey** is the new director, Office of Supply, Transportation and Procurement; **George C. Jenkins** is chief, Transportation Division, and **Julie Brand** is director, Allowances Staff . . . **Daniel Clare** has assumed the duties of executive assistant, Office of the Counselor of the Department . . . **Bryce M. Gerlach** has been named director of capital programs, Office of Foreign Buildings . . . In the Office of the Comptroller, **Joseph H. Linnemann** has become the associate comptroller for budget and planning . . . **Raymond G. Robinson** has replaced **Sharon E. Ahmad** as deputy director of the Office of Equal Employment Opportunity and Civil Rights. ■

SUVA, Fiji—Chargé and *Mrs. Edric Sherman* greet Foreign Minister *Semesa Sikivou* at a reception. With them is *Richard Johnson*, administrative officer. *(Photo by R.G. Estrada)*

Onward!

Crusade for poesy at State reaches new peak

Your boss could write poems on your performance, says bard

By Joseph F. Clare Jr.

The author, an Army officer on detail to the Arms Control and Disarmament Agency, established a beachhead in the April issue and fanned out from there in June. So far, resistance has been light.

IT'S TRUE. The stately corridors of State
Do not resound with poetry as yet,
But there's been a response or two of late
And, as for me, I'll take what I can get!

July's STATE, for example, brought a note,
A Siegwald missive written full in rhyme,
And, since it's much too long for me to quote,
Go back and read it, if you have the time.

So now with my crusade do I proceed
And boldly do propose the final stage:
Efficiency reports in verse to read!
Now, please, don't take offense or cold outrage.

Consider on what precedents it's based:
Recall how Chaucer's pilgrims were described,
How Rudyard Kipling's Gunga Din was traced,
What qualities to YOU might be ascribed!

Let's face it: no one likes the ER game,
For neither raters nor ratees have fun,
But poetry reports would have the aim
Of easing this ordeal for everyone.

The raters would have fewer words to write
(And boards would then have fewer words to read),
And ratees' attitudes might be more bright
If told in rhyme that they did not succeed.

We'd have to specify the type of verse
That everyone would merit in his right:
For lower officers, a quatrain terse,
For office chiefs, perhaps, a lim'rick sprite;

For bureau heads a sonnet would suffice,
While those more senior could receive an ode
Or ballad (if it could be kept concise
And pithy in the praises it bestowed).

I do believe that M should undertake
A study to evaluate this thought,
And issue regulations that will make
Poetic policy. For those distraught

Or unsure of ability to write
Poetic compositions of this sort
Fear not, for now you do not have to fight
The problem—there's electrical support:

Computer poet programs now exist
To take care of the meter and the rhyme,
And all the rater needs to do is list
The traits of those he rates in his good time.

So let's get with the program right away,
No sense denying that what's time has come,
Let State be first to enter in the fray
And just for once be known as venturesome

By implementing now Department-wide
Efficiency reports in poesy form,
For though this seems to go against the tide,
Who knows—one day it might become the norm! ■

Honors and Awards

Bushnell, Finney, Ogunba, Christine Shurtleff are honored

American Foreign Service Association also cites 10 for language study

At association award ceremony, from left: *Christine Shurtleff, Rayna Aylward, John D. Finney Jr.*, Senator *Richard Lugar, John Bushnell, Atim Ogunba. (Photo by Doris I. Alston)*

THREE CAREER Foreign Service officers were honored by the American Foreign Service Association for "extraordinary accomplishment, integrity, intellectual courage and creative dissent," at a ceremony in the Loy Henderson Conference Room on July 16. Also cited was a Foreign Service wife, for "advancing American interests at a Foreign Service post," and 10 State, AID and USIA employees for "distinguished study of a hard language and its associated culture." Senator Richard Lugar (R.-Ind.), chairman, Senate Foreign Relations Committee, speaker at the event, was presented an honorary membership in the association by its president, Gerald P. Lamberty.

Winners of the annual awards were:

—John Bushnell, deputy chief of mission, Buenos Aires, who received the Christian A. Herter Award, for senior officers.

—John D. Finney Jr., deputy director, Office of Philippine Affairs, who won the William R. Rivkin Award, for mid-level officers.

—Atim Ogunba, consular officer in Santo Domingo, who received the W. Averell Harriman Award, for junior officers.

—Christine M. Shurtleff, wife of Leonard G. Shurtleff, deputy chief of mission at Monrovia, Liberia, who was presented the Avis Bohlen Award for her efforts to improve Liberian-American relations "through a broad range of community outreach programs."

Language winners

The 10 winners of the Matilda W. Sinclaire Language Awards, named for the late Foreign Service officer who had bequeathed the money, were:

—Rayna Aylward, a special assistant to the director, USIA, for proficiency in Hebrew. Ms. Aylward achieved a rating of 4+ in speaking, and a 4 in reading, after 44 weeks of language training, her citation pointed out. "Because of a shortage of instructors, she did much of her studying independently.... She also was an active participant in the job-related simulation sessions and the area studies program."

—Kevin P. Carey, consular officer, Tel Aviv, Mr. Carey's instructors "rated him as among the top 2% of students who have studied Hebrew during the past several years," his citation noted. He earned a 3/3 rating after only 24 weeks of training.

—William F. Davnie III, political-consular officer, Chiang Mai, Thailand, who attained a score of 3/3+ in Thai, after 24 weeks of training. "Since arriving in Thailand, he has demonstrated his language proficiency

Among the language award winners, from left: *Kevin P. Carey, William F. Davnie III, John F. Fogarty, Lawrence J. Goodrich, Thomas R. Hanson.*

in both professional and social situations, including press conferences," the citation said.

—John F. Fogarty, economic officer, Abu Dhabi, who earned a score of 3+/3+ in Arabic after 44 weeks, "a highly unusual and outstanding achievement," the citation read. His instructors were said to have considered him the best student in the class.

—Michael Gfoeller, consular officer, Warsaw. He obtained a score of 4/4 in Polish in 24 weeks. His instructors reportedly considered him one of the best students they had seen in 20 years. "His success was considered phenomenal, especially since he knew no Polish or related Slavic language before starting the course," the citation noted.

—Tatiana Gfoeller-Volkoff, rotational officer in Warsaw, who attained a score of 3+/4 in Polish after 24 weeks. The citation pointed out that "although she did have a high level of proficiency in Russian before her Polish training started, her achievement was still far more than should be expected."

—Lawrence Goodrich, scientific and technical affairs officer, Moscow. Mr. Goodrich attained a 4/4 level after 44 weeks of Russian language training. "At a year-end conference on the USSR, he delivered a lecture in Russian on Soviet propaganda, fielding audience questions for 10–15 minutes, and later played and sang Russian songs," the citation said.

—Thomas Hanson, political officer, Moscow. "He achieved a 3+/4 score in Russian after 44 weeks despite no prior exposure to any Slavic language," the citation read. "At the end of the course, he lectured in Russian on German-Soviet relations and answered audience questions."

—Virgil Dean Miedema, an AID officer in Kathmandu, who attained a score of 4/4 in Nepali after an eight-week course at the Foreign Service Institute and two years in the mission language program—the equivalent of 32 weeks of full-time study. "He now conducts all business, both spoken and written, with Nepalese in the local language, and as the only American Foreign Service officer at post with this level of Nepali, he has been a great asset to the mission," the citation said.

—John Ordway, political officer, Moscow. He obtained a level of 4/4 in Russian after 44 weeks of training. The citation noted that "at a conference, he lectured in Russian on the movement of diplomats in Soviet territory and then participated in a round-table discussion on arms control, displaying his understanding of the Soviet position and the difference between Soviet verbiage and actual Soviet thought and intent."

On the podium

Ms. Aylward accepted her award and also the language awards for the nine recipients, who were at post. All the Sinclaire awards were presented by Stephen Low, director, Foreign Service Institute.

Others at the podium included Senator Claiborne Pell (D.-R.I.), a member of the Foreign Relations Committee, who presented the Herter award; Mrs. John Sterry Long, widow of Ambassador Rivkin, the Rivkin award; Mrs. W. Averell Harriman, the Harriman and Bohlen awards; Under Secretary Ronald I. Spiers; and Foreign Service director general George S. Vest.

Herter award

Mr. Bushnell, who won the Herter award, was cited for "creative initiative, intellectual brilliance and deep commitment to the national interest in managing highly sensitive issues with the newly restored democratic government of Argentina." The citation noted that his "contributions in delicate financial matters during the course of the Falklands crisis, in helping to restore bilateral military relations, were especially noteworthy." Mr. Bushnell has served in Bogota, Santo Domingo, San Jose and Geneva. Before his assignment to Buenos Aires, he was the senior deputy assistant secretary, Bureau of Inter-American Affairs. He has won the Department's Meritorious Honor Award and the association's 1968 Rivkin award.

Rivkin award

The recipient of the current Rivkin award, Mr. Finney, was honored for contributing "consistently and constructively to policy and policy debate—he never lost sight of our reform objectives and kept our security interests in proper perspective." The citation added: "Whether carrying out his

regular tasks or special assignments, such as organizing the presidential observer team to the Philippines or leading the Philippine task force during a critical period, Mr. Finney demonstrated expertise, talent, dedication, a warm human touch and sheer professional ability." Mr. Finney has served in Arequipa, Lima, Phan Thiet, Phu Yen, Udorn, Lusaka and Bangkok. He was an Asian specialist in the Bureau of Politico-Military Affairs, and an exchange officer in the Defense Department. He has won the Department's Superior Honor Award three times, and its Meritorious Honor Award.

Harriman award

Ms. Ogunba, who won the Harriman award, is a consular officer and deputy chief of the immigrant visa unit in Santo Domingo. "During a gap of two months between unit chiefs," her citation pointed out, "she effectively managed the third largest immigrant visa unit in the world without any major problems. At the same time, she continued to handle the most complicated cases herself—those involving humanitarian issues, problematic decisions in the past, and complex legal questions." The citation added: "She has shown herself to be a person of strong work discipline, high productivity, consistently superior judgment and unusually creative thinking." Ms. Ogunba was a consular officer in Tijuana before she was assigned to Santo Domingo.

Bohlen award

Ms. Shurtleff, winner of the Bohlen award, represented the United States at meetings of Liberian women's groups, and also taught basic academic skills to adults. She was active in the annual bazaar of the American women in Liberia; played a "crucial role" in the success of the biggest American community fundraising event; gave "welcome" lunches for all new arrivals at the post; hosted community events at her residence; and "reassured other spouses during a bloody coup attempt." Ms. Shurtleff joined USIA in 1963 as a Foreign Service officer. She later held assignments in Tunis and Abidjan. She left the agency in 1967 and, with her husband, has since served in Douala, Nouakchott, Bogota and Monrovia.

Bosworth, Barnes praised

Senator Lugar commended the Foreign Service and the award winners for their service to America. He singled out Ambassador to the Philippines Stephen W. Bosworth and Ambassador to Chile Harry G. Barnes Jr. for their efforts in promoting democracy and democratic institutions abroad.

The senator recalled that Mr. Bosworth's reporting from Manila was "superb". President Reagan, Secretary Shultz and national security adviser John M. Poindexter, he said, determined that the ambassador's conclusions relating to the Philippine crisis were "the best options available to us. History has vindicated that ambassador."

"The very able U.S. ambassador to Chile, Ambassador Barnes, is showing where we stand," Mr. Lugar said. The senator noted that "ambassadors, deputy chiefs of mission and Foreign Service officials feel pretty lonely out there; they're not certain of support back home. But our policy is to build democratic institutions and to have other countries play such roles along with us."

History of awards

The Herter, Rivkin and Harriman awards are given to members of the Foreign Service who are nominated by their peers. The Herter award is presented in memory of the late Secretary Christian A. Herter, and the Rivkin award in memory of the late ambassador to Luxembourg, Senegal and The Gambia. The Harriman award honors a former under secretary for political affairs and ambassador to the Soviet Union and the United Kingdom. The Bohlen award is given in memory of the widow of the late Ambassador Charles E. Bohlen. She was active in community affairs.

Judges for the awards included: *Herter*—Morton I. Abramowitz, Joan M. Clark, Theodore L. Eliot Jr., Ernest F. Hollings, Dan Mica, Claiborne Pell, Patricia Schroeder and Malcolm Toon. *Rivkin*—Thomas D. Boyatt, Richard J. Fox Jr., Frank Horton, Carol C. Laise, Mrs. John Sterry Long, Stephen Low, Donald H. Rivkin and Paul Simon. *Harriman*—H. Allen Holmes, John D. Negroponte, Mary S. Olmsted, Olympia J. Snowe, Viron P. Vaky and Nicholas A. Veliotes. *Bohlen*—Mrs. Lawrence S. Eagleburger, Gerald P. Lamberty, Mrs. Jay P. Moffat, E. Susan Parsons, Roxanne L. Ridgway, Mrs. Edward M. Rowell, Sue B. Schumacher and Mrs. Ronald I. Spiers. *Sinclaire*—Raymond C. Ewing, Roger Provencher and Sue B. Schumacher.

Following the awards ceremony, the American Foreign Service Association honored the winners and the judges at a luncheon in the Foreign Service Club, 2101 E Street N.W.

—BARNETT B. LESTER □

$5,000 reporting award goes to Daniel Kurtzer

Daniel C. Kurtzer, political officer at Embassy Tel Aviv, has been named winner of the Director General's Award for Reporting, for 1985. He will receive $5,000 and an engraved desk-pen set; his name will be inscribed on a plaque in the Foreign Service Lounge.

Mr. Kurtzer

Six Foreign Service officers were named as runners-up, including a husband-and-wife team in Cairo, Kenneth R. and Elizabeth McKune, who were cited jointly. The others were Robert C. Frasure, London; Larry C. Napper, Moscow; Richard G. Olson Jr., Kampala; and Elizabeth P. Spiro, Johannesburg.

Seventeen others were nominated for the award: James B. Bindengel, Bonn; John Boardman, Bangkok; Robert Boehme, Bonn; James J. Carragher,

Buenos Aires; Eugene Dorris, Hong Kong; Thomas E. Dowling, Jerusalem; Timberlake Foster, Athens; Allan G. Jury, The Hague; Jimmy Kolker, Stockholm; James F. Mack, San Salvador; William C. McCahill, Brussels; James F. Moriarity, Islamabad; Charles N. Patterson, Kuwait; Bronson Percival, Kuala Lumpur; Charles Ries, Ankara; Alexander K. Sleght, Kingston; and Donald K. Steinberg, Port Louis.

The selection committee singled out Mr. Kurtzer's despatches for "timeliness, stringent analysis and tight organization . . . and, most of all, his sense of what policy-makers need to know to make decisions."

Mr. Kurtzer joined the Foreign Service in 1976. He held assignments in Washington and Cairo before he was posted to Tel Aviv in 1982. He won the Department's Superior Honor Award in 1978, and again in 1982. □

Personnel's Ernest Ruehle wins $5,000 Dunn award

Ernest C. Ruehle, director of the Department's Office of Foreign Service National Personnel, has been named winner of the $5,000 James Clement Dunn Award for 1985. He was cited for "forging innovative concepts" and initiating "cost savings and other significant improvements in the management of the Foreign Service national workforce."

Mr. Ruehle

Twenty-five other officers were nominated for the annual award: *Timothy Brown*, Martinique; *Edward P. Brynn*, Nouakchott; *Ray L. Caldwell*, European Affairs; *Mary Ann Casey*, Near Eastern and South Asian Affairs; *Martin L. Cheses*, Paris; *Walter S. Clarke*, Intelligence and Research; *E. Lloyd Davis*, Havana; *Otho E. Eskin*, Oceans and International Environmental and Scientific Affairs; *Brian R. Furness*, Brasilia; *Jon D. Glassman*, Australia/New Zealand; *David N. Greenlee*, Near Eastern and South Asian Affairs; *John E. Hall*, Monrovia; *John R. Hamilton*, Inter-American Affairs; *Darryl N. Johnson*, Beijing; *Allen L. Keiswetter*, Sanaa; *James S. Landberg*, *J. Philip McLean* and *John P. Modderno*, Inter-American Affairs; *Richard W. Mueller*, Hong Kong; *David Catlin Pierce*, Seoul; *Robert M. Pringle*, Ouagadougou; *Edric Sherman*, Suva; *Maurice H. Tanner*, Bangkok; *William J. Waller*, Kinshasa; and *James A. Williams*, International Organization Affairs.

Mr. Ruehle's nomination pointed out that he is responsible for "vast improvements in the way the U.S. Government administers its personnel system for the 18,000-plus Foreign Service national employees in 140 countries in more than 290 locations." It added: "Mr. Ruehle not only must provide general leadership in establishing all pay, benefits, other compensation and classifications systems, but in most instances, must customize systems to meet each local requirement. This is done for the Department of State and for all agencies employing national employees."

Joining the Foreign Service in 1961, Mr. Ruehle drew assignments in Washington, Lisbon, Ciudad Juarez, Sofia, Taipei, Rangoon, Brasilia and San Jose. He won the Department's Superior Honor Award in 1969.

The Dunn award was established with the financial assistance of Mrs. Vincent Astor and her son, Anthony D. Marshall, a former ambassador. It is named in honor of the veteran diplomat who died in 1979 at the age of 88. It is given for "leadership, intellectual skills, managerial ability, and personal qualities which most fully exemplify the standards of excellence desired for Foreign Service officers." Eligible to compete are Foreign Service officers in Class 1 who are nominated for the award and Foreign Service officers, also in Class 1, who received the Superior Honor Award the preceding year. □

DAMASCUS, Syria—At awards ceremony, from left, front: *Hana Al-Ush, Mina Sabri, Judith Khleif, Mona Azem, May Ramadan, Randa Azem*, Ambassador *William L. Eagleton Jr., Zekieh Rumman*. Rear: *Mohamad Snowbar, David M. Ransom, Mohamad Jaban, Mohamad Dirkishli, Talal Smadi, Nash'at Ahmad.*

Friedkin: 'Distinguished'

Joseph F. Friedkin, for 24 years the U.S. commissioner on the International Boundary and Water Commission, United States and Mexico, was presented the Department's Distinguished Honor Award by Secretary Shultz at a ceremony in the Henry Clay Dining Room, June 5. Mr. Friedkin had 52 years of Government service before retiring in May. □

Mary L. Overdorf with Ruby C. Gross. (Photo by Ann Thomas)

Professional group hails communicator Blanchard

Philip C. Blanchard of the Department's Office of Communications has been designated a "certified office automation professional" by the Office Automation Society International, a professional association. Assigned to the Communications' Office of Resource Management, he is responsible for coordination of the Department's worldwide communications program.

Mr. Blanchard

Mr. Blanchard joined the Foreign Service in 1966 and has served in Washington, La Paz, Paris, Manila, Kinshasa, Kuwait, Bonn and Cairo. He received bachelor's and master's degrees from Pacific Western University. He is a member of the American Foreign Service Association, the Armed Forces Communications Electronics Association, the Association for Systems Management, the Association of the Institute for Certification of Computer Professionals and the Office Automation Society International. □

2 cafeteria workers are served an award

Ruby C. Gross, a cashier at the snack bar on the third floor, and Mary L. Overdorf, a food preparer in the cafeteria kitchen, have received the Department's Certificate of Merit for "outstanding performance and achievement" in serving State patrons. Each also received a $50 gift certificate from their employer, Guest Services, Inc.

The new award, to be presented every six months, was established by the Department's Cafeteria Patrons Committee to recognize "those persons, both out front and behind the scenes, who are providing exceptional service to the public." State employees were invited to submit nominations. Ms. Gross received "an overwhelming majority of the 450 votes," said committee chairman James M. Mitchell of the Department's Office of Operations. Ms. Overdorf was selected by her colleagues who work in the public areas for her supporting role in the kitchen.

In addition to Mr. Mitchell, the committee includes Hester Scales, cafeteria manager; David Shea, U.S. General Services Administration; David L'Heureux, Office of Operations; Oliver Welch, Buildings Management Division; Regina Whittington, General Services Division; Glen Shoemaker, Department sanitarian; Frank Martus, General Services Division; Richard DeSantis, Guest Services, Inc.; William Alli, American Federation of Government Employees representative; and Gerry Kuncio, American Foreign Service Association representative. The committee aims to bring the views of patrons to management, and seeks to improve food service and quality and the appearance of the cafeteria and snack bars. ■

On being a consular officer: 5 shocks are what she felt

Author tells what it was like for her

By Joyce Anne Smith Banerjee

Ms. Banerjee's last consular post overseas was in Panama. She is now vice chairwoman of the Secretary's Open Forum.

ONE OF THE FIRST shocks that a consular officer experiences in the field is the realization that consular officers generally are not thought to be diplomats at diplomatic missions abroad. This attitude prevails among the nationals of foreign countries, as well as the political and economic officers at posts and, oftentimes, the ambassadors and deputy chiefs of mission. Fortunately, the administrative officers know better, because they, too, are rarely considered to be diplomats by the larger community and, like the consular officers, are frequently omitted from the diplomatic lists and functions at large missions.

Ms. Banerjee

The second shock, once you finally arrive at post after five months' study of that country's language, in most instances, is the realization that consular work requires the employment of the most vital diplomatic skills. How else can you face a roomful of desperate Mexican aliens each day and attempt to communicate to them that a tourist or, worse still, a resident visa will not be issued in their cases? How else can you deal with a distraught American couple who have just adopted a Colombian orphan of six months, whom they planned to carry back to their home in Chicago, and explain to them that they must wait another year and return to Colombia before the adoption can be finalized?

And how do you cope personally with a death case in which the 20-year-old son of the widow of a wheat farmer in Kansas has been shot and killed in a highway robbery, and immediate arrangements must be made for his burial or the transfer of his remains? Further, how do you deal professionally with the local funeral director who is convinced that the decedent's mother is a wealthy American and refuses to release the body, prior to the receipt of $3,000 within two days?

Lastly, how do you face the hostile drug trafficker in Turkey who is confronted with the prospect of a 30-year prison sentence and has requested that his family not be informed of his whereabouts, and certainly not of his difficulties, and is not at all forthcoming during the interview with the consular officer, since he is convinced the officer represents the Drug Enforcement Administration and not the State Department?

Which skills?

In such cases as these, the like of which occur in consular operations abroad on an hourly basis, what skills do you employ to cope with the situations? How do you cope personally with the mental and emotional stress? How do you rush from the embassy at 6 p.m., dress attractively, then dash off to a cocktail party where you are supposed to be gracious and charming in a foreign language and must ward off as politely as possible the inquiries regarding U.S. immigration law?

Or how do you face your family that night at dinner, looking at them and realizing that for one family in Kansas, their loved one will never share another meal with them? And know, also, that the same family will probably have to make a $3,000 loan that will take three years to repay, just to ensure that the mangled remains they receive are those of their loved one?

It certainly isn't easy, is it? And, for many of the situations that arise, there's little time for hesitation, and there are no answers available in the rulebook, because consular work calls for drawing upon all the experiences you have ever had in your life; it means using your head and your heart and balancing this with sheer common sense and, sometimes, sheer good luck; it demands tact, intelligence, skillful use of contacts on all levels, intuition, grit and a lucky hand of cards.

Cases linger on

The third shock is that, even with all those necessary qualities, you can never be sure that the final decision is the best one or the most acceptable one, because some consular cases never die but fade away momentarily to turn up some fine day, months or years later, on the desk of some official who has chosen his mission as that of ridding the Service of incompetent and irresponsible, smart-ass, consular officers, who are taking the unsuspecting, naive taxpayers for a ride.

The fourth shock comes at two times—the first in September, after the promotion panels have reviewed all files and made their decisions and the consular list of promotees seems somewhat shorter than expected. Of course, some consular officers are promoted, but there are few who will reach the lofty heights that lead to ambassadorships or assistant secretarial positions in the Department.

We are told that we have followed the wrong track along the way and thus cannot be expected to have the managerial skills that such positions entail. Upon reflection, we recall that we have been among the most skillful managers in the Service. Even as junior officers we have had to juggle three or four balls simultaneously and balance our visa interviews, arrest and citizenship interviews, welfare and whereabouts and death and estate cases, and show patience to a belligerent veteran who has not received his check, while appearing all the while to the clients and nationals at post to be calm and

self-possessed.

We have had a chance to massacre more foreign idioms, refuse more dinner invitations and propositions, take more speaking engagements at local affairs, answer more telephone inquiries, and draft more diplomatically-written drivel for chiefs of missions to clients, lawyers, congressmen and interested parties than any of the other officers combined. We know how to employ tact, with a diplomatic smile, at the drop of a hat.

The second time is when consular officers are overlooked when special awards are passed out. Oh, we have the Consular Award each year, but that was initiated only five or six years ago. God knows how many unsung consular heroes served and died before that award surfaced. But then there is no way to measure two-thirds of what a consular officer must do and endure to get the job done.

The final shock

The fifth and final shock comes only to the true-blue consular officer. Sometimes, but only in those cases of hopeless romantics, it strikes that first year on the visa line. Sometimes it comes years later, after you have gotten a break and had a chance to work in the real world of diplomacy on a political or economics tour, as a chargé of a small, consular post, or as a deputy assistant secretary in an inner office in the Department, where you have a window and a rug on the floor.

The shock is this: Consular work for you is the most exhilarating work in the business. What you do, you must feel as you do it, and if you reflect on it, you relish every minute of it. For through those consular jobs, you meet real people and solve real problems, and you get to be an expert judge of human character and to learn to empathize with people and their human foibles and weaknesses, and your sweat and tears and smiles mingle with those of the public you serve.

And you become a more productive and fuller you. And you know, deep in your gut, that you wouldn't be content or fulfilled doing anything else. For through your work, you are performing a service to others. You are enriching their lives, and they are enriching yours. And you know, no grander opportunity exists in Government service for such an exchange.

Consular officers not diplomats? You can believe that if you like, but I know better. We are the truest of diplomats, and we can stand tall with the best of them. For if we ourselves think ourselves to be diplomats and think our work to be noble and unique, it shall be so, regardless of our detractors and regardless of our professional defeats. ■

TEL AVIV, Israel—*Julian L. Bartley*, right, consular officer, receives Mertiorious Honor Award from Ambassador *Thomas R. Pickering*.

Ask Dr. Dustin

Q. WEST AFRICA

I'm breast-feeding our newborn and we've been assigned to this post where we need to take malaria suppressives. Is it safe for me to take the anti-malaria drug while breast-feeding? What about protecting the baby against malaria?

A.

Where there's a risk of contracting malaria, it's essential for you that antimalarials such as Aralen (chloroquine) be taken. The use of this drug is considered safe for the pregnant and breast-feeding woman. Only a small amount of the drug is transferred to the nursing infant, but not enough to protect from the disease. It's therefore necessary to administer chloroquine in the recommended dose to the infant.

Q. WESTERN EUROPE

Does running cause arthritis? I've been reading that the jogging I do will cause undue wear and tear to my joints. Should I change to something less strenuous?

A.

Not all the evidence is in, but doctors have concluded that regular running neither helps nor hurts knee and ankle joints. One study compared runners and nonrunners of about an average age of 56, and both groups had about the same amount of pain in the hips, ankles, knees and feet. Both had similar X-ray changes, the kind that occurs with degenerative arthritis, known as "osteoarthritis." This most common type of arthritis is caused by "wear and tear" and the effects of aging. Therefore, running doesn't protect against degenerative arthritis, but it didn't hasten its development, either . . . Another study of 41 long-distance runners between 50 and 72 years of age showed that runners have spinal bones 40% more dense than those of nonrunners. This effect, the opposite of bone-thinning osteoporosis, shows the potential protective action exercise has against fractures in older age. Although women runners in this study had more X-ray evidence of mild degenerative arthritis, they have no more symptoms of arthritis than nonrunners . . . Other athletic pursuits and certain occupations do predispose people to develop arthritis—spine, knee and elbow arthritis in wrestlers, wrist arthritis in boxers, shoulder and elbow arthritis in baseball pitchers and pneumatic drill operators . . . Many people with arthritis have pain after exercising their arthritic joints, but these studies of runners suggest that this doesn't necessarily imply further joint damage. As a rule, it's best to avoid exercising to the point of pain.

Q. EASTERN EUROPE

When we checked into the health unit, the nurse gave us some Syrup of Ipecac to induce vomiting in our children in case of poisoning. I have misplaced the instructions and our nurse has departed post. Can you please tell me how and when it's to be used?

A.

If a child has ingested, or even if you *think* he or she has taken any substance that might be poisonous, assume the worst and *take action!* Call your doctor, embassy nurse or the local poison control center, if there is one. Tell what the child has taken, or describe the symptoms. If you're not alone, have someone give milk or water to the child to dilute the poison. *Do not* induce vomiting if the child has ingested a substance that contains lye or petroleum distillates. This includes common household items such as ammonia, bleach, detergents, drain cleaners, furniture polish, gasoline, kerosene, lighter fluid, lye, metal polish, oven cleaners, painting supplies, strychine rat poison and toilet bowl cleaners. For these items, do *not,* repeat, do *not* induce vomiting. If the child is convulsing, or semiconscious or unconscious, or has lost the gag reflex, also do *not* induce vomiting. If the child is conscious or has taken poison which is not a lye or a corrosive, try to induce vomiting by giving a tablespoonful of Syrup of Ipecac followed by more water or milk. Take the child for immediate medical attention. Take a basin or towel with you and try to induce vomiting en route. If vomiting doesn't occur within 20 minutes, repeat the dose of ipecac. If you're in doubt as to whether the child should vomit, wait for medical advice, or read the label to see if the substance contains lye or petroleum products. *Do not guess!* Always take the poison container or medicine bottle with you when you seek medical attention. This is essential in determining appropriate antidotes.

Q. NEAR EAST

I returned overseas after a hiatus in Washington, and I brought my mother with me. She is now classed as my dependent. Imagine my surprise when I found out she is not under the medical program, and I would have to pay for her hospitalization or medical evacuation if it was needed. I really don't understand this.

A.

This is indeed an age-old question. 3 FAM 681.6 cites those dependents eligible for medical services under the Department's program. There's no provision for medical care of dependent parents, even though they're classed as your bona fide dependents for travel and housing. I would suggest that you

This column by Eben H. Dustin, M.D., chief of the Department's Office of Medical Services, appears monthly in STATE. Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the editor, or to Dr. Dustin directly. In either case, your privacy will be respected; your post will not be identified. □

contact your administrative or personnel officer for advice on purchase of insurance from an organization which provides health insurance and coverage for medical evacuation.

These relatively inexpensive programs pay most of the cost that may arise with an emergency of this sort. Please remember also that medicare is not extended to Foreign Service people to an overseas setting. □

Dr. Dustin's health hints

Summertime is travel time and to many Foreign Service folk, it means rest and recreation (R&R), transfer or just plain annual leave whether in the States or overseas.

Children ordinarily travel well, epsecially if some prior planning is done to make their (and your) lot a good deal easier.

Try to avoid the "Are we there yet?" "I'm hooongry!" and scrapping between youngsters by supplying snack foods, games and little surprises. This is most important when they're strapped into an airline seat for many hours without being able to work off all that excess energy kids have in such ample supply!

Airlines maintain a schedule for food service, so keep snack supplies readily available—Vegetable sticks, snack-packs of dry cereals, individually wrapped cheese or bite-sized hunks of cheese or seedless grapes. Handy supplies to have on hand are wash-and-dry packets (you'll need some for yourself, too!) and small trash bags.

Keep a supply of small, favorite games and perhaps pack a bag of pencils and paper, books, hand-puppets, and surprise toys. If driving in a car, have the kids make notes about sights along the way, including different license plates, trees and animals. This would be a good opportunity to teach map-reading to older youngsters. Frequent stops are in order, particularly at picnic areas where some energy can be expended.

Making some preparation for a trip can lower your stress level, along with that of your children. □

State Department doctor tells how AIDS threat was confronted openly in Zaire by embassy team

By David N. Spees, M.D.
Regional medical officer

AIDS (acquired immune deficiency syndrome) cases in Africa were first reported in 1983. Late that year, an international team of researchers confirmed the presence of AIDS here in Zaire. Subsequently, in collaboration with the Department of Public Health and the Institute of Tropical Medicine in Antwerp, Belgium, the U.S. Centers for Disease Control and the National Institutes of Health established an AIDS research project in Kinshasa, the capital.

Dr. Spees

Studies conducted in late 1984 and early last year found that 4–7% of the adult local population had evidence of infection with the AIDS virus, with men and women about equally affected. Further research suggested that the important modes of AIDS virus transmission in the local population were (1) sexual (men-to-women and women-to-men); (2) contact with blood (transfusions, injections with contaminated needles or other instruments); and (3) mother-to-child.

This information was presented to the First International Conference on AIDS in Atlanta, Ga., in April last year. The high prevalence of presumed AIDS virus infection in the local population led to a perception by the American community that AIDS represented an immediate physical danger or threat. The health care team for the community and U.S. Ambassador Brandon Grove Jr. recognized this as a potential threat to the morale and emotional health of the Americans here, as the community had very limited knowledge about risk factors for contracting the infection.

In keeping with the wishes of the host government, the initial information about AIDS was communicated exclusively through scientific publications or presentations. Ten days after the first international conference on AIDS, the ambassador formed a working group to define the problems for Americans and formulate a plan of action.

The initial decisions were that (1) the *best* available information about the risk of AIDS would come from the embassy's medical unit; (2) the ambassador would play a leading role in meeting the challenge of the threat; and (3) we would strive to maintain the confidence of the host government.

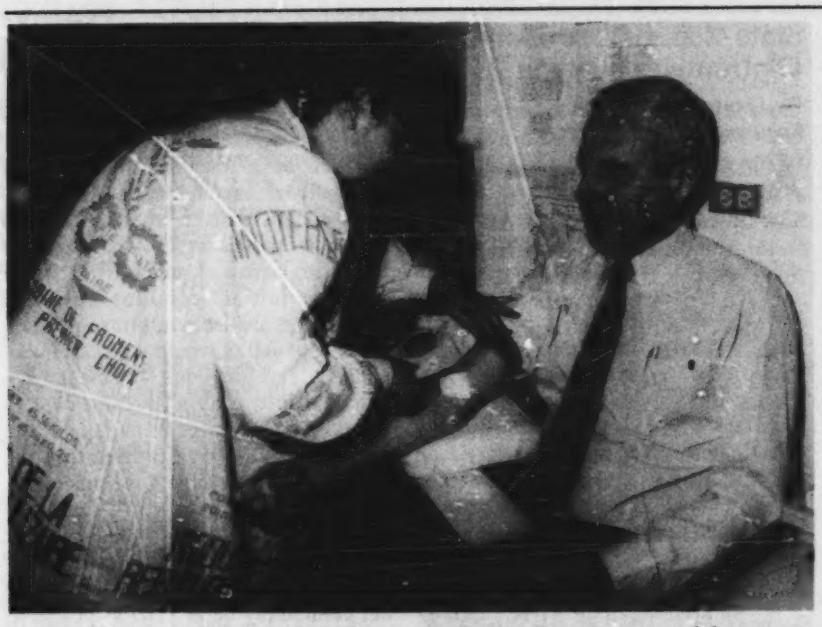
Our goals were to (1) make it known that this threat would be dealt with openly; (2) involve the chief of mission when necessary; and (3) have our community be as knowledgeable as possible about the nature of the threat and about personal health measures adequate to prevent exposure to the AIDS virus.

An open meeting

We started by presenting the recent research findings to the country team. This was followed five days later by a meeting open to the entire official embassy community. It was led by Ambassador Grove, with technical support by me and the director of the AIDS research project, Dr. Jonathan Mann.

This meeting was attended by about 50 persons, or 16% of the official community. As we had predicted, more time was occupied answering questions than by the brief presentations. We felt that answering questions in a public forum was crucial to our intention to be open and direct in dealing with a perceived threat.

The ambassador fielded questions of a social and political nature, Dr. Mann those on the state of present knowledge, and I on those pertaining to the health care of the community. Most of the questions were anticipated, and responses to these concerns had been prepared in advance. The meeting



Embassy Kinshasa medical technologist *Mary Awantang* takes blood sample from Ambassador *Brandon Grove Jr.* as part of the program for AIDS.

Medical staff members *Anne Saloom, Louise Magnussen* and *Mary Awantang* (left to right), discuss the program.

ended with the announcement that Dr. Mann would give a lecture 10 days later on "AIDS and the State of Current Research."

Between this meeting and the lecture by Dr. Mann, the embassy medical unit published a notice asking anyone with personal questions or any other question on AIDS to come by the medical unit for a private discussion. The intention was to reach those individuals who would not ask questions in a public forum or might have personal concerns or risk factors.

The response

The minimal response to the offer of private discussions in the medical unit, and a relatively small turnout at Dr. Mann's lecture, were interpreted to mean that people felt adequately informed.

The last phase of this initial educational effort was a small group meeting with the Marine security guards, as they had not been able to attend the community's open gathering.

During subsequent months, all new personnel and dependents were given a one-on-one briefing by the medical unit that included information on AIDS, in addition to standard information on the medical hazards of living in the tropics.

In mid-July we distributed the new and official State Department information bulletin on AIDS and the Foreign Service, called "The Facts."

It emphasized the intentional nature of AIDS, helping to make our environment understood as one of many all over the world in which AIDS was epidemic.

Initially, our environment seemed unique, because the primary mode of AIDS transmission was thought to be heterosexual. However, more casual modes had not been eliminated. Since preliminary research suggested that hepatitis B was more infectious and more easily acquired than the AIDS virus, we initiated an ongoing study involving voluntary donation of blood samples, to investigate the possibility of infection with the hepatitis B virus or the HTLV-III virus, with the approval of State's medical division. This study not only sought to quantify the risk of exposure to the AIDS virus, but also to demonstrate that we were serious about the threat. We followed up with a reminder two months later.

An AIDS case arises

Then, unexpectedly, our educational effort was put to the test. We learned that a former U.S. government employee who had lived in-country during the past several years had developed AIDS. We immediately published an "AIDS Update" pointing out that the case (we did not identify the individual) was linked to one of the well-recognized risk factors for infection with the virus.

We also took this opportunity to review the modes of transmission, the simple preventive measures to avoid contact with the virus, and the global nature of this problem. Knowledge of this case caused hardly a ripple of fear in the community.

Lastly, we noticed that official travelers and temporary-duty personnel were not receiving briefings about AIDS, so we prepared a bulletin titled "Advice to Official Travelers" and passed it to all section heads. We have not had to modify our educational program since that time.

Evaluation

To evaluate the effectiveness of our program, we asked visitors to the embassy's medical unit in early June this year to complete a questionnaire. This required five minutes; it sought answers concerning prior knowledge of AIDS, sources of information on AIDS after arrival at post, and recommendations for the direction of our future educational efforts.

About 50% of respondents had no prior knowledge of AIDS in Africa; the major source of information was our medical unit bulletins; and over 80% felt that we could not have done more in responding to their questions about AIDS. Those with recommendations thought that we should put out more information bulletins.

Conclusion

Embassy communities often face new problems. The methods involved in handling this specific threat can be generalized to cover other situations. Our efforts were to (1) demonstrate openness in confronting the threat; (2) provide detailed information; (3) upgrade the information continually; (4) educate special groups and individuals; (5) show commitment to the community; and (6) keep the problem in perspective.

This approach turned out to be successful, and could be applied in other communities as well. □

Alcohol Awareness Program

Diet and alcohol: The effects of drinking

The following is reprinted here, with permission, from the pamphlet "A Health and Fitness Guide to Alcohol," published by the Alcoholism Council of Greater New York.

If you are what you eat, what happens when you drink?

You may have noticed that a lot of good diets restrict alcohol.

Why?

First of all, drinks are jam-packed with calories—about 100 to 150 per glass of wine, beer or liquor. That's roughly the equivalent of two slices of bread, one heaping tablespoon of mayonnaise, or over a hundred slices of cucumber!

But that's not all.

Good diets restrict drinks for more than just their calories—because health and fitness depend on lasting nutrition. And the fact is, even moderate drinking can interfere with the way your body uses food.

Take low blood sugar (hypoglycemia) for example.

You don't have to be alcoholic to experience alcohol-related swings in your own blood sugar.

If you've ever missed a meal, then had a cocktail on an empty stomach, you know what it feels like.

Dizzy. *Very* dizzy. Sometimes even dizzy enough to pass out.

What's happened?

When you go for as little as six hours without eating, your body has already exhausted its short-term supply of energy in the form of stored sugar.

Once that supply is gone, your body's next option is to make more. But alcohol directly inhibits this process, as well as your body's ability to use vitamins and calcium. So think ahead, and don't drink on an empty stomach.

Watch for the following common effects of too much alcohol on diet and digestion:

Upset stomach (gastritis): After drinking you find your stomach feels sour and uncomfortable. Why? Too much alcohol stimulates the release of stomach acids which upset your stomach in the short run, but can lead to a chronically inflamed stomach lining or even ulceration and bleeding in the long run.

Diarrhea: The morning after having wine with dinner, you wake up with diarrhea. Is it "flu?" Probably not. The fact is alcohol interferes with the small intestine's ability to absorb food. As a result, water floods the large intestine to get rid of the unused food—hence your diarrhea when you've had too much. Short-term, you may suffer mild dehydration. Long-term, dehydration can be more serious, and your body's inability to use the food you eat can result in malnutrition.

Anemia: You drink frequently, and lately you notice you've been feeling kind of "blah." Not enough sleep? Possibly. Or you may be anemic, a condition characterized by a loss of red blood cells.

Alcohol is directly toxic to the bone marrow cells that make red blood cells. Even vitamin supplements meant to provide iron and the B vitamins you need to make red blood cells can't help, because alcohol interferes with your body's ability to use vitamins.

Copies of the pamphlet are available from the Alcoholism Council of Greater New York, 133 E. 62nd Street, New York, N.Y. 10021. In the meantime, if you think you have a problem with alcohol, get in touch with the Alcohol Awareness Program, Department of State, 647-1843 or 647-8804. Regulations require that all contacts with the program be handled on the basis of medical confidentiality. ■

Copyright material has been deleted, not available for Microfiche Edition.

Education and Training

Schedule of courses at Foreign Service Institute

Program	Oct.	Nov.	Dec.	Length of course
Area studies				
Africa, sub-Sahara	6	3	—	2 weeks
Canada	27	—	—	1 week
East Asia	—	—	1	2 weeks
Latin America	6	3	—	2 weeks
Near East and North Africa	6	—	1	2 weeks
China	20	—	—	2 weeks
South Asia	—	—	1	2 weeks
Southeast Asia	6	—	1	2 weeks
USSR/eastern Europe	6	—	1	2 weeks
Western Europe	6	3	—	2 weeks
Language and advanced area courses				
French	20	17	15	20 weeks
German	20	—	15	24 weeks
Italian	20	—	15	24 weeks
Portuguese	20	—	15	24 weeks
Spanish	20	17	15	20 weeks
Familiarization and short-term (FAST) courses				
Arabic, Egyptian	20	—	—	6 weeks
Arabic, formal spoken	20	—	—	6 weeks
Chinese	—	3	—	6 weeks
French (metrop.)	20	17	15	10 weeks
French (sub-Sah.)	20	17	15	10 weeks
German	20	—	15	10 weeks
Hebrew	20	—	—	6 weeks
Indonesian/Malay	20	—	—	6 weeks
Italian	20	—	15	10 weeks
Japanese	20	—	—	6 weeks
Polish	20	—	—	6 weeks
Portuguese (L.A.)	20	—	15	10 weeks
Portuguese (Eur.)	20	—	15	10 weeks
Russian	20	—	—	6 weeks
Serbo-Croatian	20	—	—	6 weeks
Spanish	20	17	15	10 weeks
Turkish	20	—	—	6 weeks
Early morning language classes				
Arabic (formal spoken)	6	—	—	17 weeks
Chinese (standard)	6	—	—	17 weeks
French	6	—	—	17 weeks
German	6		—	17 weeks
Italian	6	—	—	17 weeks
Japanese	6	—	—	17 weeks
Portuguese	6	—	—	17 weeks
Russian	6	—	—	17 weeks
Spanish	6	—	—	17 weeks
Overseas Briefing Center				
American studies, cross-cultural adaptation	—	—	—	2 weeks
Going overseas (Sat., for families)	18	—	—	1 day
Re-entry (Sat., for families)	—	8	—	1 day
Re-entry (Wed., for singles/couples)	—	12	—	1 day
Re-entry (teens)	25	—	—	2 days
Reg., allowances and finances	—	12	—	3 days
College admissions for the For. Svc. child	—	10	—	1 day
Community skills	—	3	—	5 days
Administrative training				
Administrative functional intensive	—	—	—	4 weeks

—(Continued on next page)

Interdepartmental seminar set for September 15–26

The next session of the Foreign Affairs Interdepartmental Seminar will be conducted at the Foreign Service Institute, September 15–26. Its purpose is to furnish the officer having foreign affairs responsibilities "an advanced, intensive exposure to the various factors affecting the formulation, coordination, and execution of U.S. foreign policy," the institute said.

Its announcement added: "The policy plenary sessions focus on the foreign policy process, especially the major actors, agencies, and departments, and how they interact or operate individually. The sessions also focus on worldwide policy issues affecting the United States, such as religious pressures, economic relationships, international terrorism and public opinion. The regional plenary sessions examine the historical trends of a region followed by an analysis of current issues. The regions include: Middle East, Latin America, southern Africa, West and East Europe and Asia.

"The seminar draws its speakers and regional study group leaders from Government, independent research organizations, universities and the business world. In each case, the speaker is a recognized authority in his/her field by virtue of official position or extensive study and experience, or both. The interdepartmental nature of the seminar and its informal atmosphere afford an ideal forum for cross-feed among participants and give-and-take with the speakers."

Future sessions will be held January 12–23, March 16–27, May 18–29 and September 14–25, 1987. For information, call June Callahan, 235-8776. □

Evening courses offered to State employees

Evening courses start September 15 at the Graduate School of the Agriculture Department. There are more than 200 courses in computer science, communications, career counseling and

test preparation, economics, finance and accounting, foreign languages, graphic arts, horticulture, information resources management, law, library technology, management, mathematics, natural history, personnel administration, procurement and property management, public policy, science and engineering and secretarial studies.

Classes are held at locations near the Mall and downtown. The typical course meets for 10 three-hour sessions and costs less than $90. The courses are for all adults regardless of educational background or agency of employment. There is registration by mail or phone. Call 447-4166. □

Computer courses are offered by Pentagon

The Department of Defense Computer Institute is offering orientation courses on digital computer systems to State Department employees, on a space-available bases. Some courses are:

Automated information systems management for senior executives, FO–01, SES–GS–16 and above, November 4–6, January 12–14, April 21–23, June 23–25.

Automated information systems management for intermediate executives, FO/FP/FS–3, GS–12 and above, October 20–31, December 1–12, January 5–16, January 26–February 6, February 23–March 6, March 23–April 3, April 20–May 1, May 11–22, June 8–19, July 6–17, August 10–21, September 14–25, 1987. Worth three credits of undergraduate work from participating institutions.

Managing automated information systems acquisition, FO–FP/FS–3, GS–12 and above, November 3–7, December 15–19, February 2–6, March 16–20, April 20–24, June 8–12, July 20–24, August 31–September 4.

All courses will be held at the Washington Navy Yard. Applicants must pay for the courses ($50) and then ask for reimbursement. For information, call the Foreign Service Institute, 235-8764. ■

—(Continued from preceding page)

Program	Oct.	Nov.	Dec.	Length of course
Budget and financial management	6,27	—	—	38 days
Personnel training	20	10	—	25 days
*Coping with violence abroad	6,14	3,17	1,15	1 day
	20	—	—	

**This course used to be available on a walk-in basis. You must now preregister.*

Consular training	*Pre-registration required for:*			
ConGenRosslyn, basic consular course	Continuous enrollment:			26 days
Consular orientation program	Continuous enrollment:			6 days
Immigration law and visa operations	*Correspondence course			
Nationality law and consular procedure	*Correspondence course			
Overseas citizens services	*Correspondence course			
Passport examiners	*Correspondence course			
	*See Airgram A-660 (dated 7/17/84)			
Executive development				
Program directors' management seminar	22	—	—	3 weeks
Supervisory studies seminar	15	—	—	3 days
Washington tradecraft	—	10	—	2 weeks
Political training				
Executive-congressional relations	6	—	—	1 week
National security and arms control	—	3	—	1 week
Negotiation art and skills	—	—	8	1 week
Orientation				
Orientation for Foreign Service officers	—	17	—	9 weeks
Orientation for Foreign Service personnel	27	—	—	1 week
Orientation for Departmental personnel	27	—	—	2 days
Department clerical orientation	6	—	8	7 days
Foreign Service secretarial training	20	—	—	8 days
Secretarial briefings	*Sch. arranged by appt.*			4-8 hours
First-time ambassador's sec. brief.	Ind. or group by appt.			
Washington assignment	Ind. or group by appt.			
Refresher; Onward assignments	Ind. or group by appt.			
Upward assignments (for GS secretaries)	Ind. or group by appt.			
Communication courses				
English and Comm. skills (Section I)	—	17	—	40 hours
Effective speaking and listening skills	—	3	—	24 hours
Reading dynamics	—	24	—	20 hours
Secretarial courses	—	4	—	5 days
(Foreign and Civil Service)	Schedule arranged			4 hours
Career development (GS-7 and above)	Schedule arranged			4-8 hours
Preparation of travel vouchers				
Correspondence formats				
Equal opportunity seminar				
Management seminar on EEO	—	14	—	1 day
Skills development courses				
Managing words (Wang word-processing trn.)	Schedule arranged			8-40 hours
Shorthand	—	4	—	72 hours
Typing	—	4	—	72 hours
Communications workshops				
OCR telegram preparation workshop	Schedule arranged			4 hours
Art of machine transcription	Schedule arranged			4-8 hours
Telephone techniques	Schedule arranged			4 hours
Proofreading	Schedule arranged			4 hours
Notetaking for managers	Schedule arranged			24 hours ■

Letters to the Editor

—(Continued from Page 1)
an impartial committee. Conceivably, evaluation is a function which could be contracted out to a firm of private consultants. Or, if for some reason this were impractical, consideration should be given to the establishment of a mixed committee composed along the lines of selection boards—consisting of members from State and other executive departments, union representatives and public members. The inclusion of public members is particularly important, affording, as it would, more serious consideration of suggestions which offer significant savings but which, under the present system, are looked upon with disfavor because of an allegedly negative effect on "morale."

The under secretary is to be congratulated on his recognition of the potential value of employee suggestions. Hopefully he will now effect the changes which could make the Department's suggestion program a credible program capable of attracting the support which he wishes.

Sincerely,
JOHN O. GRIMES, FSO (ret.) □

On language competence

CHIANG MAI, THAILAND

DEAR SIR:

Concerning the report (STATE, May) on Foreign Service language competency, when I was in school a 74% score was at best a C, and often a D. I don't think we should be so proud of it. Further, the suggestion that many officers' language abilities improve at post is perhaps true, but not complete. I have seen other officers' language abilities actually decline at post. In addition, many tested 3–3 language speakers still rely on English when dealing with host-country nationals, and turn principally to English-speaking counterparts when seeking information.

The language incentive program is an excellent one, but I think the issue before us now is how to put real value on language competence. In the field, are officers encouraged by their supervisors to find time for language study? Does effective language ability, or lack of progress in gaining that ability, get proper notice in employee evaluation reports and by promotion panels? Or is it assumed that people who do well in language study simply have good scores on the Modern Language Aptitude Tests, thereby devaluing the amount of hard work put into language training, be it at the Foreign Service Institute or at post?

Language competence is only a tool, not a goal in itself. It is a very useful tool, however, directly in an officer's work and indirectly in showing U.S. representatives as sensitive to local cultures. Seventy-four percent language-designated positions filled? If language competence really makes a difference in doing our work, surely we can do better.

Sincerely yours,
WILLIAM F. DAVNIE □

Junior officers: another view

DHAKA, BANGLADESH

DEAR SIR:

As a former chairman of the Commissioning and Tenure Board, I cannot let Sarah Nathness' comments on junior officers and the tenure process ("Forget the water walking . . .", June issue) pass without comment. Ms. Nathness has reviewed only the files of those junior officers, most of them unsuccessful candidates for tenure, who grieve efficiency reports. She has not had the opportunity I had, for somewhat over a year, to review the file of every junior officer coming up for tenure.

First of all, if tenure is a "crapshoot," it's one with very favorable odds. Upwards of 90% of all candidates eventually make tenure (the figure when I joined the board was 93%).

Second, having served both on the Commissioning and Tenure Board and on a regular selection board, I find there is a big difference in how the two boards read efficiency reports. The selection boards, participating in a highly competitive promotion process for which there are tight numerical limits, do indeed have to pay attention to gradations of praise—ecstatic, hysterical, faint or otherwise—though they try to be fair about it.

The tenure board, however, has no quotas. The key question it must answer is: "Is the officer likely to be competitive over the next 20 or so years?" Many of the officers to whom my board granted tenure had received wishy-washy or even negative efficiency reports. The board felt, however, that on balance they were likely to have a productive career at the middle ranks of the Foreign Service.

In general, the ones who did not get tenure on their final review were those who seemed to the board to have more fundamental problems, especially problems which persisted under different supervisors and in different assignments. Plenty of junior officers had evident difficulty with one supervisor, and most were criticized at some stage for their drafting or management skills, without jeopardizing their tenure eligibility. But those who had trouble with a string of supervisors, or whose drafting problems seemed to be especially persistent or severe, or whose productivity remained very low throughout the four or five year probationary period—these were the types of people who might not get tenure.

Having taken strong exception to Ms. Nathness' argument that the tenure process is essentially arbitrary, I must partly agree with her assertion that junior officers don't always get the right supervision. We did see a few—fortunately not too many—reviewing statements of the "I don't know him, but his boss says he's O.K." variety. (The authors got letters of reprimand in their files from us.) We saw rather more reviewing statements written by officers who had made a conscientious effort to get to know the junior officer's work, but who as deputy chief of mission or deputy assistant secretaries were really too far up the organizational ladder to have a meaningful insight. I understand that, since I left the board, the guidelines for reviewing career candidates' reports have encouraged reviews by officers with regular contact with the junior officers.

I believe that Ms. Nathness is right to suggest that supervisors have regular and detailed counseling sessions with the rated officers. In this respect, the old career candidate report form, with its requirement for a draft efficiency report to be discussed midway through the rating period, was probably more helpful than the present one.

Another device is regular social get-togethers between the junior officers and the deputy chief of mission (or whoever is responsible for the junior officer program). At this post, these have provided a regular forum for junior officers to hear from more experienced hands about "what worked for me," about the mysteries of personnel, or even about the workings of the tenure board.

I question how much is to be gained by expanding junior officers' personnel consultations in the Department to "several days of rigorous counseling." The Junior Officer Division is not really familiar with the officers' daily work, and therefore can advise them only on how their file looks, not on what improvements would be useful in their work performance. Moreover, for better or for worse, most officers in our system place higher value on career advice received, informally and candidly, from a respected senior colleague than on advice received from personnel. ,

Sincerely yours,
TERESITA C. SCHAFFER □

Rude writing

MOBILE, ALA.

DEAR SIR:

I applaud Grace Cunard Wilson (no kin) and her sharp-sighted (STATE, June) criticism of your grammar. I regret, however, that her last paragraph included a run-on sentence. She should have included a period after the closing parentheses.

Also, I wonder about her requirements that writing should be "clear, complete, concise, courteous and correct." I'll go along with most of these criteria. But "courteous"? With that stipulation we're getting away from form into substance. An essay, for instance, should be grammatical, but we'd miss out on a number of good essays if they all had to be courteous. Some of the pieces of writing I've most enjoyed were rude indeed.

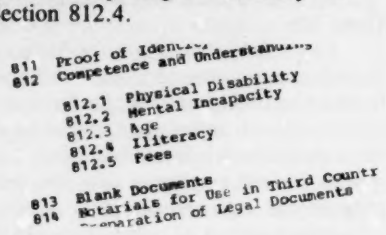
Sincerely,
RICHARD PATRICK WILSON □

State can't spel

VALLETTA, MALTA

DEAR SIR:

Enclosed is a photocopy of this mission's favorite page in the Foreign Affairs Manual. What we especially like is the spelling of "illiteracy" in Section 812.4.


811 Proof of Identity
812 Competence and Understanding
812.1 Physical Disability
812.2 Mental Incapacity
812.3 Age
812.4 Iliteracy
812.5 Fees
813 Blank Documents
814 Notarials for Use in Third Countr
Legalization of Legal Documents

Sincerely,
JOEL J. LEVY
Deputy chief of mission □

'Write on, Mr. Goldstein!'

AMMAN, JORDAN

DEAR SIR:

It's great to know that Mortimer Goldstein ("Disciplined Writing and Career Development") has so many fans. I'm still not among that number, but I'll admit that his presentation in the June issue. "Teacher was right (but you didn't listen)," offered more substance applicable to composition than the previous three I have read. He finally left the esoteric domain of grammar and entered into the actual process of writing. Outlining (pre-writing) serves a useful purpose to some writers, and certainly editing (rewriting) is one of its most important aspects. I hope his fans place this one *imprimis* in their "reference" libraries.

In regard to the ongoing controversy about the place of accurate, "correct" grammar in the process of writing, let me say a couple of things in reply to my respectable critics, Ms. Wilson and Mr. Gould (STATE, June). First of all, it is obvious from their comments and their adoration of Mr. Goldstein that neither has studied modern theories of composition, such as generative writing, holistic writing, or writing with the right side of the brain. Ms. Wilson's criticism reflects her narrow and standardized view of writing without considering the real problem: most Americans are terrible writers. Ms. Wilson and Mr. Gould may be *good* writers themselves, and they may not need to be aware of methodology or even use the reference library to enhance their compositions. Sadly to say, it has been my experience that a majority of federal workers fall into the opposite category. Mr. Goldstein's fans should be made aware that there are alternative methods to the standardized and provincial school methods. These alternative methods have proven to be more successful in helping those who need remedial skills. The regimented approach with its emphasis on rigid form espoused by Mr. Goldstein and many others just doesn't work with those whose writing skills are negligible. All one needs to do is look at the products of the public schools, in which most teachers have used an approach similar to Mr. Goldstein's, to see what comes of teaching such a method; that is, they make the assumption that grammar and composition are integrally related and should be taught together and that composition is some neat little skill that can be packaged with absolute values that apply to all. Remember, grammar is merely a description of a language: composition is the use of the language and has very little to do with the niceties of grammar.

Secondly, English grammar seems arcane and unapproachable to many, but it is not sacrosanct and is subject to change at the whim of society. The "who/whom" problem is a case in point. Ms. Wilson is correct when she points out that the sentence "you know who I'm talking about" has a traditional grammar error. However, consider its alternative: "you know whom I'm talking about." Or consider even the more correct: "You know about whom I am

talking." Place this third choice in the context of my original letter and see how it sounds. There is a question of languge levels here, as there is in most writing. Secular, informal usage many times omits the need for formal application of the whom pronoun. The word is a leftover concept from the Indo-European base language (Germanic?), and some predict that the use of the "whom" as an objective case will completely die out in 100 years or so. That would be fine with me. It is a good example of how meaningless grammar can be to composition. Whether one uses "who" or "whom" changes not in the least iota the basic meaning of the sentence. Upon reflection, if I were to rewrite the letter, I would change the sentence and get rid of the pronoun completely. Something like: "You know the teacher I'm talking about." Whoops! Still ending with a preposition. Oh, well.

Write on, Mr. Goldstein. Ms. Wilson and Mr. Gould? I ain't got no quarrel with you. For you strict grammarians: I haven't any quarrel with you, either.

Sincerely,
LARRY R. BROOKS ☐

Double talk

SILVER SPRING, MD.

DEAR SIR:

If you would like to introduce a new, small department, perhaps to replace one that may have gotten tired—"Transfer Tremors"?—I have a modest proposal "Tautological Redundancies" or some such title. Here are a few tautologies that I have recently picked up in the print and electronic media:

—Pinpoints the exact place.

—A thin sliver of land.

—The falling plane hit a motorist on the ground.

—That decision and the subsequent decision that followed later.

—One prime objective governed national policy.

—The events came one after the other in succession.

You can invite contributors, print any number and honor the "Tautological Redundancy of the Month."

Sincerely yours,
MORTIMER I. GOLDSTEIN (ret.) ☐

Transfer Tremors ..... *by ebp*

I was transferred to LIMA; after PERUsing my orders I found I could leave immediately.

I was transferred to KATHMANDU; my oNE PAL in PER pulled it off for me.

I was transferred to INDONESIA, and then had to wait for clearance from MED ANd the bureau before I could leave. ☐

Who has his U.S. bonds?

GUAYAQUIL, ECUADOR

DEAR SIR:

I note that once again the State Department has entered into the savings bond drive with gusto. While I am in agreement with and support the savings bond program, I believe that State should also tell employees who join the program the negative aspects.

In pay period 21 1984, I should have received two bonds. The monies were deducted but, to date, after numerous cables between the Department and posts where I have been assigned, I have yet to receive the original bonds, the promised reissue of the bonds, nor the refund for which I have asked.

While the promise is to "replace bonds if lost or stolen," nothing is mentioned about the trials and tribulations of having to deal with the Washington Finance Center or the Treasury Department in obtaining a refund or replacement. If STATE magazine is going to back the bond drive yearly, please tell the complete story, not just the good side.

Sincerely,
RODNEY M. BRALEY
Telecommunications officer ☐

Brother, spare the time?

MCLEAN, VA.

DEAR SIR:

Now in semi-retirement, I have found time to consider problems that have plagued State for years, indeed, for decades. One that I would like to address here is the problem of clocks.

We all know that it is virtually impossible to find two clocks in the building that tell the same time. The differences are not only minutes but hours—possibly even days. Perhaps out of embarassment, the Library has sensibly covered the faces of its clocks with a poster bearing the words "Ask your librarian."

My solution is the essence of simplicity: *get rid of the clocks*. Almost everyone wears a wristwatch or has a neighbor who does. Hunger pangs alert one to lunchtime, and the exodus to quitting time. Why, then, devote money and manpower to the obviously futile effort to have hundreds of clocks keep the same time?

Perhaps three clocks should be kept, one at each major entrance, and one person could devote part of his/her time to keeping these operating properly.

What to do with the old clocks? An offhand suggestion: send them to some country with a large nomadic population, where the exact time is of no great consequence.

Sincerely,
JAMES H. BAHTI ☐

State people in the States

SARASOTA, FLA.

DEAR SIR

I ask that you include in your magazine occasionally some information on our association and similar ones which I am certain exist in California, Arizona and probably other places around the country. As our name—Foreign Service Retirees Association of Florida—indicates, we are retired U.S. employees who have served in some capacity at an embassy or consulate abroad. At present, including spouses in the Foreign Service tradition, we have a membership of over 800.

Our activities are designed primarily to assist in getting in touch with old friends and making new ones who have similar backgrounds. We have an annual dinner, try to schedule two or three luncheons each year in various parts of the state of Florida, and publish an annual directory of members, providing names, addresses, telephone numbers and previous posts of our members.

If anyone is interested in membership, please write to Richard Hart, 6110 Wilshire Circle, Sarasota, Fla. 33583. Our dues are $5 per year.

We would also be interested in contacting similar Foreign Service retiree groups around the country and inviting them, while they might be vacationing in Florida, to attend any of our functions which might be scheduled at that time.

Sincerely,
RICHARD R. HART □

Tribute to a teacher

HOUSTON, TEX.

DEAR SIR:

Helen Lin (Dai Moni), whose tragically untimely death you reported (STATE, June), will be very much missed by her former colleagues and students, now including some of the United States' most distinguished diplomatic China specialists. It would be impossible to single out the best among the talented, dedicated and exacting Foreign Service Institute Chinese teachers who shepherded scores of willful and proud American foreign affairs officers through two years of intensive study of China's language and civilization. Surely Miss Dai, as she was known to all of them, will be long and gratefully remembered by everyone privileged to have been taught by her.

Helen Lin imparted much more than knowledge of her native language. Daughter of one of China's leading etymologists and very much a modern intellectual herself, Helen Lin infused her teaching with a rare blend of pragmatism and cultural sensitivity. Each of her students took from each lesson with her an increased respect for China's heritage and a better understanding of the modern travail of the Chinese people.

Helen Lin was the sort now called tough-minded. In class, she gave the best that was in her—and required no less in return. Her concern in faculty conferences for the all-round growth of her students was the match of the uncompromisingly high standards she set for them and enforced unflinchingly.

It was fitting, indeed symbolic, that in her prime her native land recognized the contribution her teaching made to the remarkable advance during the last 15 years in relations with her adopted country. While Helen Lin would be the first to disclaim much credit for all that has been realized, those whose knowledge she nurtured and developed readily acknowledge that hers was a major contribution. As with all great teachers, her memorial remains evergreen in the work of her former students.

Sincerely,
WILLIAM J. CUNNINGHAM, (FSO-ret.)

The writer was a student at the Chinese Field Language and Area Training Center, Taichung, Taiwan, in 1957 and 1958, and director of the center in 1961 and 1962. □

Re condolences

SANTA MONICA, CALIF.

DEAR SIR:

From time to time I read in STATE of the demise of former colleagues, friends and members of their families. At the same time, however, no address is given for the next of kin to whom I would expect to write condolences.

Some years back, I believe, this information was usually included at the end of an obituary. Is there a reason why this is no longer done? Does the Privacy Act preclude such information being given out? If so, to whom in the Department should messages be directed so that the next of kin can be contacted?

Sincerely yours,
DONALD R. TREMBLAY (FSO-ret.)

Privacy laws prohibit publishing addresses without permission. The Foreign Service Lounge will forward letters to Foreign Service family members, and STATE magazine will forward Civil Service letters in some cases—for example, when the obituary material submitted contains an address. ■

SINGAPORE—At opening of expanded information systems center, from left: *Archawa Nutakul*, Bangkok; *William Camp*, Bangkok; *Cecilia Lee*, computer supervisor; Ambassador *J. Stapleton Roy*, *Steve Napoliello*, Kuala Lumpur. Rear, from left: *Edward Conyngham*, *Peter Higgins*, *Philip King*, *Ed Browne*.

Personnel: Civil Service

Promotions (August)

GG-6

Kurtz, Allen, U.S. Mission to the United Nations

GG-12

Dasher, Richard B., Foreign Service Institute

GG-14

Edwards, Clayton J., International Joint Commission

GM-13

Elliott, Elizabeth J., Office of Supply, Transportation and Procurement

GM-14

Briggs, Eugene E., Northeast Passport Processing Center

GS-3

Harrison, Myrna F., Financial Operations

Krucelyak, Sandra, Foreign Service Institute

Lancaster, Paula C., Foreign Service Institute

GS-4

Bishop, Tondelayo V., Medical Services

Bracken, Karen A., Passport Agency, Philadelphia

Catlett, John R., Passport Agency, Automated Records Branch

Dees, Gertrude F., Near Eastern and South Asian Affairs

Harp, Debbie L., Passport Agency, Seattle

Knoten, Veraniece, Passport Agency, New Orleans

Panko, Jennifer J., Despatch Agency, New York

Robertson, Gail, Office of Protocol

Rush, Pamela S., Visa Services

Sommers, Joseph G., Passport Agency, Automated Records Branch

Stokes Sandra L., Passport Agency, Los Angeles

Washington, Cassie Y., Passport Agency, Washington

Weathers, Kamala N., Bureau of Public Affairs

ADMINISTRATION—*Ellsworth A. Donovan*, center, retiring after 43 years, receives Department service plaque from Assistant Secretary *Donald Bouchard*. With them is *Mrs. Donovan*.

GS-5

Bennett, Patricia, Office of Communications

Covington, Senetra M., Economic and Business Affairs, Office of International Trade

Curry, Michael R., Bureau of Administration

Dalton, Evelyn J., Intelligence and Research

Fields, Helen D., Office of Facilities Management and Administrative Services

Herd, Beverly N., Medical Services

Leonard, Gladys G., Intelligence and Research

Neal, Annette K., Financial Operations

Norris, Doris, Foreign Service Institute

Roberts, David E., Intelligence and Research

Veghte, Dorothy E., Intelligence and Research

Watson, Yvonne M., Passport Agency, Automated Records Branch

GS-6

Armentrout, Teresa L., Bureau of Personnel

Devoe, Russell D., Office of Communications

Holland, Michelle D., Near Eastern and South Asian Affairs

Hooks, Veronica D., African Affairs

Hopson, Reginald E., Foreign Affairs Data Processing Center

McGlinchy, Lucilla A., Oceans and International Environmental and Scientific Affairs

Rollins, Shearita M., Office of Citizens Consular Services

Sullivan, Lisa J., Economic and Business Affairs

Torelli, Patricia L., Passport Agency, Seattle

Tuten, June M., Office of Communications

GS-7

Aleshire, Marilyn E., Passport Agency, Miami

Battle, Linda L., Passport Agency, Houston

Boggs, Gladys D., International Organization Affairs

Brown, Tywanna, Office of Facilities Management and Administrative Services

Frampton, David W., Foreign Affairs Information Management Center, Telecommunications Indexing Branch

Harris, Loretta R., Foreign Affairs Information Management Center, Telecommunications Indexing Branch

Harris, Victoria E., Intelligence and Research, Office of Analysis for Africa

Kirby, Armenta V., Intelligence and Research, Northern and Central Europe Division

Lechevet, Dawn M., African Affairs

Parnham, Ann, Office of Supply, Transportation and Procurement, Purchasing Branch

Perry, Gloriesteen G., Passport Agency, Chicago

Piasecki, Angret M.E., Office of the Legal Adviser, Office of the Executive Director

Reddock, Geraldine W., Foreign Affairs Information Management Center, Written Communication Indexing and Distribution

Branch

Rosenstein, Yoshino E., Passport Agency, Special Issuance Division

Thian, Tasha M., Passport Agency, Correspondence Branch

Weisblatt, Fanny E., Refugee Programs, Office of Asian Refugee Assistance

White, Lynette, Southern African Affairs

GS-8

Boone, Doris M., Office of Facilities Management and Administrative Services

Chuang, Yvonne B., Office of Communications, Remote Automated Reproduction and Collating Section

Clark, Kathryn A., Bureau of Personnel, Office of Position and Pay Management

Edwards, Rebecca, Oceans and International Environmental and Scientific Affairs

Friedrich, Teresa A., Office of Assistant Legal Adviser, Special Functional Problems

Giacomin, Gelinda M., Economic and Business Affairs

Larker, Frederica E., European and Canadian Affairs

Podolak, Raissa, Intelligence and Research, Office of Analysis for East Asia and Pacific

Ransom, Kathryn A., International Organization Affairs, Office of UN Political and Multilateral Affairs

Scott, Patricia D., Office of the Legal Adviser

GS-9

Bulian, Vicki M., Passport Agency, Seattle

Dubose, Brenda M., Foreign Affairs Information Management Center, Written Communication Indexing and Distribution Branch

Fountain, Dorothy B., Legislative and Intergovernmental Affairs

Graham, Helen F., Passport Agency, New Orleans

Hardy, Benjamin E., Bureau of Personnel, Recruitment Division

Lencho, Keith J., Passport Agency, Seattle

Lopez, Mirna A., Passport Agency, New Orleans

McPherson, Sheila T., Legislative and Intergovernmental Affairs

Moore, Margie W., Passport Agency, Chicago

Prynada, Iwan, Diplomatic Security, Systems Engineering and Logistics Branch

Robinson, Vernon M., Office of Communications, Communications Systems Section

White, Paulette V., Office of Supply, Transportation and Procurement, Contracts Branch

Wisdom, Irene P., Passport Agency, Seattle

GS-10

Chechele, Robert J., Office of Communications, Communications Systems Section

Jones, Wilda E., Passport Agency, Chicago

Former spouses: health benefits

Regulations have been published under which certain former spouses of Civil Service employees, former employees and annuitants may qualify to enroll in a plan under the Federal Employees Health Benefits Program. They will have until February 27 to enroll, after which enrollment would have to be within 60 days of dissolution of a marriage.

The Office of Civil Service Career Development and Assignments at State will assist any former spouse who meets the eligibility requirements. (The Retirement Division at State acts in this capacity for former spouses of Foreign Service employees.) Those who have questions may contact David Kaffenberger in Room 2429, Main State. He can be reached at 647-5810. □

GS-11

Ballas, Harry D., Diplomatic Security, New York Field Office

Claibourn, Sallie D., Office of Protocol, Accreditation Section

Davis, Gregory K.O., Foreign Affairs Information Management Center, Directives Management Staff

Haidet, Terree A., Diplomatic Security, Threat Analysis Division

Small, Beverly G., Diplomatic Security, Washington Field Office

Smith, Lawrence C., Foreign Affairs Data Processing Center, Equipment Operations Section

GS-12

Giamporcaro, Jeanne M., Diplomatic Security, Freedom of Information and Privacy Act Division

Hall, Gertrude D., Office of Supply, Transportation and Procurement, Transportation Division

Mansfield Jr., Charles G., Consular Affairs

Miller, Cindy R., Bureau of Personnel, Office of Management

Oliver, Joan R., Overseas Citizens Services

Siljegovic, Kathleen G., Diplomatic Security, Freedom of Information and Privacy Act Division

Spruell, Mary L., Diplomatic Security, Freedom of Information and Privacy Act Division

Waters, Juanita A., Office of Supply, Transportation and Procurement, Contracts Branch

Williams Yvonne, European and Canadian Affairs, Office of the Executive Director

GS-13

Finton, Timothy C., Bureau of International Communications and Information Policy

GS-14

Iacovo, Domenick F., Bureau of International Communications and Information Policy

GS-15

Rostow, Charles N., Office of the Assistant Legal Adviser, Politico-Military Affairs □

Appointments (August)

Afanasenko, Peter, Office of the Deputy Assistant Secretary for Operations, Interpreting Division

Albracht, Stephen J., Office of Fiscal Operations, Payments Control Branch

Alexander, Martha B., African Affairs, Office of the Executive Director

Allen, Lessie M., Intelligence and Research, South Asia Division

Babin Jr., Anthony J., African Affairs, Office of the Executive Director

Barnes, Kathleen, A., Stuttgart

Barnes, Linda M., Pre-Assignment Center

Becker, Carol R., Foreign Service Institute

Belk, William E., Office of Communications, Temporary Duty Support Division

Burget, Isela B., Inter-American Affairs, Office of the Executive Director

Camper, Sheryl C., Foreign Affairs Information Management Center, Information Access Branch

Chance, Rachel E., East Asian and Pacific Affairs, Office of the Executive Director

Christian, Bermadine B., Office of Management Operations

Chung, Andrew H., Foreign Affairs Data Processing Center, Systems Programming Branch

Clowers, Brenda K., Frankfurt

Coburn, Ian R., Foreign Affairs Information Management Center, Information Access Branch

Cook, Connie R., Pre-Assignment Center
Corliss, Steven T., Office of the Legal Adviser
Crabtree, Anna M., Bureau of Personnel, Office of Management
Cramer, Barbara A., Intelligence and Research, North Africa and Arabian Peninsula Division
Crismond, Robin C., Pre-Assignment Center
Cruciani, Renee M., Foreign Service Institute
Dean, Michael A., Family Liaison Office
Dodge, Kathleen M., Brussels
Donahue, Joan C., Near Eastern and South Asian Affairs
Dubell, Michelle D., Office of the Comptroller
Encarnacion, Omar G., Bureau of Personnel, Office of Management
Erskine, Linda E., Office of Foreign Service National Personnel
Fahey, Graciela T., Foreign Service Institute
Findlay, D. Cameron, Office of the Legal Adviser
Frank, Rosalynn G., Intelligence and Research, Trade and Monetary Affairs Division
Galvan, Maria D.C., Bureau of Personnel, Office of Management
Gazzara, Margaret R., Passport Agency, Boston
Genovese, Mary C., European and Canadian Affairs, Office of the Executive Director
Gutensohn, Laura L., Medical Services, Foreign Programs
Hall, Wayne K., U.S. Mission to the United Nations
Harris, Tracy L., Pre-Assignment Center
Hatchimonji, Ruth M., Bureau of Administration
Hedfors, Birgitta, Foreign Service Institute
Hensley III, Robert K., Office of Facilities Management and Administrative Services
Holt III, David E., Bureau of Administration
Hopkins, Gwendolyn A., Intelligence and Research
Hunter, Jimmy D., International Joint Commission
Jackson, Karen I., Passport Agency, Automated Records Branch
Jackson, Vincent E., Office of Facilities Management and Administrative Services
Joel, Alexander W., Office of the Legal Adviser
Johnson, Deborah D., Office of Supply Transportation and Procurement, Contract Branch
Johnson, Lisa K., Foreign Affairs Information Management Center, Information and Access Branch
Jones, Charlotte F., Politico-Military Affairs
Klement, Elaine M., Brussels
Kraft Jr., Walter F., Diplomatic Security, Systems Engineering and Logistics Branch
Kulski, Isabel G., Intelligence and Research
Lake, Mary E., Foreign Affairs Data Processing Center
Lange, Jean A., Office of Foreign Service National Personnel
Lewis, Antonie, European and Canadian Affairs, Office of the Executive Director
Mackall, Carolyn E., Office of Fiscal Operations, Annuity Payments Branch
Marshall, Annie L., Intelligence and Research, Arab-Israel States Division
Mattson, Laurel V., Despatch Agency, Baltimore
McDonald, Crandell W., Office of Supply, Transportation and Procurement, Contracts Branch
McEldowney, Nancy E., European and Canadian Affairs
McKindra, M. Delores, Brussels
Mills, Vanessa M., Despatch Agency, San Francisco
Nelson, Teresa A., Information Systems Office, User Support Services Staff
Nijenhuis, Erika W., Office of the Legal Adviser
Norris, Heather M., Foreign Affairs Information Management Center, Information Access Branch
Peterson, Molly, Santo Domingo
Plotkin, Mark E., Office of the Legal Adviser
Poblete, Rosario N., Foreign Service Institute
Poland, Harold D., Office of Facilities Management and Administrative Services, Building Management Operations Division
Quirion, Maureen L., Despatch Agency, Miami
Radicevich, Robert B., Office of Communications, Standards and Procedures Section
Rahawi, Mohammed A., Foreign Service Institute
Richards, Robin M., Pre-Assignment Center
Ruby, Cynthia M., Office of Communications, Communications Analysis Section
Ryan, Deborah K., Pre-Assignment Center
Scott, Florence J., Office of Facilities Management and Administrative Services, Building Management Operations Division
Scott, Robert L., Santo Domingo
Siefkin, Marinette, Foreign Service Institute
Sisk, Charles H., African Affairs, Office of the Executive Director
Skipworth, Lenora Y., Pre-Assignment Center
Smith, Richard W., Near Eastern and South Asian Affairs, Office of the Executive Director
Smulson, Gudrun S., Foreign Service Institute
Sprio, Peter J., Office of the Legal Adviser
Stewart, Vibeke K., Foreign Service Institute
Stromseth, Jane E., Office of the Legal Adviser
Tabner, Jody M., Office of the Legal Adviser
Taylor, Mark B., Executive Secretariat, Operations Center
Trdla, Monica L., Santo Domingo
Verrier, Jacqueline, Office of Supply, Transportation and Procurement, Procurement Division
Wakahiro, Gary S., Bureau of Personnel, Office of Management
Warnecki, Mark C., Office of Supply, Transportation and Procurement, Procurement Division
Williams Jr., Ephriam, Office of Facilities Management and Administrative Services, Domestic Fleet Management and Operations Branch
Wit, Joel S., Intelligence and Research, Nuclear and Scientific Division
Zotto, Theodore A., Office of Facilities Management and Administrative Services, Building Management Operations Division □

Reassignments (August)

Beach, Dana E., Overseas Citizens Services to Passport Agency, Field Coordination Staff
Camp, William L., Passport Services to Foreign Service Institute
Craft Jr., William E., Bureau of Personnel, Office of Management to Economic and Business Affairs
Garczynski, Casimir L., European and Canadian Affairs to Diplomatic Security
Geibel, Edward W., Refugee Programs, Office of Budget to Refugee Programs, Training Division
Jenkins, George C., Despatch Agency, New York to Office of Supply, Transportation and Procurement, Transportation Division
Johnson, Ralph E., Passport Agency, Stamford to Passport Agency, Boston
Koniuszkow, Elizabeth, Bureau of Personnel to Office of the Comptroller
Linzy, Latania M., Consular

Affairs, Public Affairs Staff to Consular Affairs, Systems Applications Staff

Lovins, Ellen M., Bureau of Administration to Public Affairs

Melcher, Margaret M., Office of Foreign Buildings to Foreign Service Institute

Montgomery, Danielle F., Bureau of Administration to Legislative and Intergovernmental Affairs

Morris, George H., Office of Communications, Pouch Section to Office of Communications, Mail and Pouch Branch

Reynolds, Bonnie A., Economic and Business Affairs to Intelligence and Research

Sherrill, Edna B., East Asian and Pacific Affairs, Office of Economic Policy to Inter-American Affairs, Office of Mexican Affairs

Shiplett, Myra H., Bureau of Personnel to Consular Affairs

Stephens, Sabiha M., International Organization Affairs, Office of Administrative Services to European and Canadian Affairs

Taylor, Monica E., Pre-Assignment Center to Economic and Business Affairs

Tolbert, Jeanette M., Consular Affairs to European and Canadian Affairs

Tompkins, Patricia, Office of Communications, Communications Center to Office of Communications, Special Projects and Programming Division

Tyer, Mable M., Politico-Military Affairs to Near Eastern and South Asian Affairs

Wheeler, Diane M., Diplomatic Security, Los Angeles Field Office to Diplomatic Security, Chicago Field Office □

Resignations (August)

Abbott, Keith L., Passport Agency, Philadelphia

Anderson, Cassandra L., Economic and Business Affairs, Office of the Executive Director

Avery, Teresa Y., Foreign Service Institute

Bass, Angelia Y., Passport Agency, San Francisco

Binns, Jack R., Classification/Declassification Center

Blanchy, Ketty P., Foreign Service Institute

Brown, Gregory R., Passport Agency, Boston

Bye, Patricia A., International Organization Affairs

Campbell, T. Lisieux D.C., Foreign Service Institute

Dayries, Linda A., Passport Agency, New Orleans

Dubell, Michelle D., Office of the Comptroller

Faulkner, Joseph T., London

Foster, Stephanie K., Passport Agency, Automated Records Branch

Glasco, Renee A., Passport Agency, Los Angeles

Harris, David L., Office of Communications, Mail and Pouch Branch

Hawkins, Pauline A., Politico-Military Affairs, Office of Theater Military Policy

Hepie, Marcellin, Foreign Service Institute

Hickman, Chynita E., Northeast Passport Processing Center

Hyams, Sarah, Family Liaison Office

Johnson, Laurindo, Foreign Affairs Information Management Center, Records Services Center

Johnson, Lisa K., Bureau of Personnel, Office of Management

Jones, Sharron L., Consular Affairs

Malloch Jr., Theodore R., Intelligence and Research

Manger, Stacie, Passport Agency, Houston

Marks, Claudia G., Passport Agency, Passport Field Coordination Staff

McBride, Ann Christine, Office of Protocol

McCall, Angela C., Office of Supply, Transportation and Procurement

Mitchell, Constantina T., Foreign Service Institute

Parker, Jean, Passport Agency, Philadelphia

Revak, Samuel J., Office of Communications, Mail and Pouch Branch

Richardson, Lorna, Northeast Passport Processing Center

Roman, Maria A., Despatch Agency, New York

Rychak, Colleen J., Seoul

Schwartz, David N., Politico-Military Affairs, Office of Strategic Nuclear Policy

Scott, Carolyn R., Passport Agency, Research and Liaison Branch

Senseney, Michael B., Financial Operations, Travel Voucher Section

Shemanski, Gloria T., Munich

Sifter, Michael D., Executive Secretariat, Operations Center

Singer, Michael T., Bonn

Smith, Jackson L., Bureau of Administration

Trivisani, Francesca M., Port-of-Spain

Wallace, Juanita, Passport Agency, Chicago

Warnecki, Mark C., Bureau of Personnel, Office of Management

Williams, Kevin F., Passport Agency, Manual Records Branch

Winford, Lisa D., Northeast Passport Processing Center

Zischke, Douglas A., Bureau of Administration □

Retirements (August)

Alexander, Martha B., African Affairs

Collison, Maryann P., Office of Under Secretary for Economic Affairs

Donovan, Ellsworth A., Bureau of Administration, Office of the Executive Director

Ferris, Ronald J., *Information* Systems Office, Systems Design and Programming Division

Kulski, Isabel G., Intelligence and Research, Soviet Foreign Political Division

Lynn Jr., Francis E., Office of Facilities Management and Administrative Services, Building Services Branch

Memoli, Josephine M., Passport Agency, Stamford

Santiago, Robustiano, Despatch Agency, Baltimore

Smith Jr., Langston T., Consular Affairs

Storer, James A., Oceans and International Environmental and Scientific Affairs, Office of Fisheries Affairs □

Promotions (July)

GM–14

Bird, Mary M., Language Services Division

Dzurek, Daniel J., Intelligence and Research, Office of the Geographer

Natale, Richard J., Foreign Buildings Office

GM–15

Burns, David H., Economic and Business Affairs, Office of the Executive Director

GS–3

Benjamin, Sherri A., Passport Agency, Washington

Brown, Lee W., Passport Agency, Seattle

Catlin, Timothy M., Office of Communications, Mail and Pouch Branch

Davis, Mignon L., Diplomatic Security, Management Systems Division

Jordan, Karen M., Northeast Passport Processing Center

Swain, Darron C., Passport Agency, Miami

GS–4

Barfield, Lamanthia A., Bureau of Personnel, Office of Management

Dixon, Marion, European and Canadian Affairs

Douglas, Gisele T., Passport Agency, Miami

Hawkins, Kenneth, Office of Supply, Transportation and Procurement

Huckaby, Renard L., Eco-

nomic and Business Affairs, Office of International Finance and Development

Jeter, James M., Bureau of Personnel, Recruitment Division

Moore, Gwendolyn Y., Office of Facilities Management and Administrative Services

Robinson, Michelle D., Office of Supply, Transportation and Procurement

Varela Jr., Victor J., Passport Agency, Miami

Wilson, Gwendolyn V., Passport Agency, Miami

GS–5

Anderson, Paula B., Passport Agency, Houston

Angelelli, Nancy L., Office of Facilities Management and Administrative Services

Barber, Angela L., Near Eastern and South Asian Affairs

Carpenter, Felicia L., Economic and Business Affairs, Office of Energy Consumer-Country Affairs

Gresham, Sharman J., Oceans and International Environmental and Scientific Affairs, Office of Environmental and Health Affairs

Harley, Renee C., Passport Agency, Correspondence Branch

Holmes, Gale C., Office of Financial Operations, Working Capital Funds Branch

Jones, Delores W., Passport Agency, Philadelphia

Liberatore, Sebastian, Foreign Buildings Office

Martin, Yolanda R., Secretariat Staff

Mills, Delores A., Public Affairs, Special Projects Staff

O'Bery, Linda L., International Organization Affairs

Schwartz, Runa M., Foreign Service Institute, Consular Training

Sinnicki, John G., Office of Fiscal Operations, American Payroll Section

Speight, Robin G., Office of Fiscal Operations, Annuity Payments Branch

Taylor, Rosalyn R., Passport Agency, Philadelphia

Williams, Marvin L., Executive Secretariat, Information Management Section

GS-6

Bracey, Glynnis A., Office of the Comptroller

Candelario, Fern M., Inter-American Affairs, Office of the Executive Director

Carroll, Faye T., Foreign Service Institute, General Services

Chowdhury, Syeda M., Economic and Business Affairs, Office of International Trade

Crocco, Marie E., Diplomatic Security, Reference Service Branch

Dubose, Steven D., Foreign Affairs Data Processing Center

Kidane, Assefa, Financial Operations, Travel Advance Section

Kinney, Colleen M., East Asian and Pacific Affairs

Marantz, Lois A., Diplomatic Security, Standards and Design

Miller, Beverly L., Refugee Programs, Office of Budget

Monroe, Patrice M., Information Systems Office, User Support Services Staff

Nguyen, Anh T., Refugee Programs, Office of African Refugee Assistance

Park, Elizabeth A., African Affairs, Office of the Executive Director

Perminter, Wanda L., Oceans and International Environmental and Scientific Affairs, Office of Ocean Law and Policy

Phillips, Rosemary, Consular Affairs, Management and Administration

Walsh, Susan M., Office of the Special Adviser to the Secretary for Arms Reduction Negotiations

Ware, Lanette D., West African Affairs

GS-7

Ayling, Sharon K., Foreign Affairs Information Management Center

Brown, Anthony, Bureau of Personnel, Retirement Division

Brown, Kenneth C., Office of Supply, Transportation and Procurement

Daniele, Lawrence M., Diplomatic Security, Threat Analysis Division

Dickerson, Marian W., Bureau of Administration, Personnel Management Division

Douglas, Betty J., Inter-American Affairs, Office of the Executive Director

Feltault, Beverly T., Bureau of Personnel, Office of Civil Service Career Development and Assignments

Hewlett, Regina, Consular Affairs, Administrative Services Division

Jelenovic, Josephine, Foreign Affairs Information Management Center

Mathis, Raymond E., Office of Facilities Management and Administrative Services

McHale, Stephen A., Office of Communications, Special Projects Branch

Neve, Nina J., International Organization Affairs, Office of UN Political and Multilateral Affairs

Noyer, Barbara J., Bureau of Personnel, Office of Management

Palmer, Articlees, Passport Agency, Special Issuance Division

Parisek, Lisa P., Office of the Department Executive Director

Paukert, Jill D., Inter-American Affairs, Office of Central American Affairs

Price, Stephen O., Office of the Comptroller, Budget and Planning

Rosenberg, Faye L., Passport Agency, Special Issuance Division

Spriggs, Kevin L., Passport Agency, Washington

Thomas, Jonas L., Office of Facilities Management and Administrative Services

Tufo, Sara J., Passport Agency, Boston

Underwood, N[illegible]la R., Public Affairs, Special Projects Staff

Vaughan, Anne T., Financial Operations, Debt Collection Section

Zakrociemski, Lauren S., Financial Operations, Working Capital Funds Branch

GS-8

Barbour, Kathryn A., East Asian and Pacific Affairs, Office for Pacific Islands Affairs

Giacomin, Maryedna P., Bureau of Human Rights and Humanitarian Affairs

Healey, Joan G., Office of the Procurement Executive

McGuigan, Kathleen, Office of Communications, Message Preparation and Cryptographic Section

Reed, Crystal A., Office of Fiscal Operations, Foreign Service National Payroll Section

Starks, Jannis B., Intelligence and Research, Office of Terrorism and Narcotics Analysis

Thompson, Charles H., Office of Fiscal Operations, American Payroll Section

GS-9

Eley, Darlyce M., Office of the Assistant Legal Adviser, Treaty Affairs

Harrington, Patricia A., Diplomatic Security, Employee Branch

Maher, Shannon M., Office of Communications, Communication Analysis Section

McClelland, Regina K., Office of Deputy Assistant Secretary for Operations, Safety Program

McFadden, Robert A., Foreign Service Institute, Budget and Management Office

Montville, Judith A., Inter-American Affairs

Perrin, Annette F., Inter-American Affairs

Wade, Catherine S., Passport Agency, New Orleans

GS-11

Abraham, Luberta, Oceans and International Environmental and Scientific Affairs, Office of Executive Director

Charlson, Donald G., Diplomatic Security, Washington Field Office

Giampietro, Adam, Diplomatic Security, Washington Field Office

Jones, Doria J., Financial Operations, Funds Reconciliation Section

Mason, Albert M., Diplomatic Security, Washington Field Office

McCaffrey, Diana A., Public Affairs, Correspondence Management Division

McCormick, Suzanne M., Intelligence and Research, Office of Terrorism and Narcotics Analysis

Parker, Santa W., Program Inspector General Office

Penny, Sandra M., Office of the Comptroller, Office of Resource Planning and Management

Sandin, Donna M., Office of Deputy Assistant Secretary for Operations, Translating Division

Senkow, Katherine J., Medical Services, Medical Supply and Support Branch

Smith, Velma T., Foreign Affairs Information Management Center

Sparks, Lillian F., Office of Communications, Communication Analysis Section

Terrell-Kane, Marlene, Diplomatic Security, Washington Field Office

GS-12

Carter, Mildred A., Office of Deputy Assistant Secretary for Operations

Ford, Robert J., Oceans and International Environmental and Scientific Affairs, Office of Fisheries Affairs

Miller, Jeffrey D., Bureau of Personnel, Office of Position and Pay Management

Scott, Veronica E., Bureau of Personnel, Office of Management

Soper, Nancy A., Office of Management Operations

Stephens, Robert H., Bureau of Personnel, Office of Civil Service Career Development and Assignments

Weisskohl, Marjorie K., Inter-American Affairs, Office of Press and Public Affairs

GS-13

Contos, Carolyn A., Bureau of Administration, Allowances Staff

Glasoe, Paul J., Oceans and International Environmental and Scientific Affairs, Office of Food and Natural Resources

Glyptis, Mark C., Office of the Comptroller

Hopkins, William H., Office of Deputy Assistant Secretary for Operations

Lipscomb, Linda M., African Affairs, Office of Executive Director

Ross, William W., Intelligence and Research, Trade and Monetary Affairs Division

GS-14

Leach, Jerry W., Politico-Military Affairs, Office of Strategic Technology Affairs □

Appointments (July)

Adams, John M., Bureau of International Communications and Information Policy

Aurilia, Anthony N., Office of Supply, Transportation and Procurement, Despatch Agency, New York

Baker, Thomas A., Financial Operations, Reimbursement Accounts Section

Benjamin, Christopher A., Bureau of Personnel, Office of Management

Berg, Carolyn A., Santo Domingo

Berthold, Eric A., U.S. Mission to the United Nations

Binns, Jack R., Classification/Declassification Center

Broadus, Jackie R., Office of Fiscal Operations, Annuity Payments Branch

Bullard, Rickey R., Passport Agency, Manual Records Branch

Bundy, Pamela L., Office of Communications, Communications Analysis Section

Burns, Jacqueline P., Office of Supply, Transportation and Procurement, Despatch Agency, New York

Burton, Darlene, Passport Agency, Manual Records Branch

Campbell, Joanna M., Office of Supply, Transportation and Procurement, Transportation Operations Branch

Cantrell, Timothy C., Foreign Affairs Information Management Center, Information Access Branch

Coates, Cheryl J., East Asian and Pacific Affairs, Office of Executive Director

Cope, E. Eugenia, Office of the Assistant Legal Adviser, Management

Cuadra, Lorena, Foreign Service Institute

Daniels, Janet T., Office of Supply, Transportation and Procurement, Procurement Division

Del Cuadro, Angela, Foreign Service Institute

DePalma, James, Diplomatic Security, Management Systems Division

Dermody, Laura, Office of Deputy Assistant for Passport Services

Dixon, Susan M., Bureau of Personnel, Pre-Assignment Center

Dolan, David M., International Joint Commission

Donchi, Julia L., International Organization Affairs, Office of Administrative Services

Eaves Jr., John, Classification/Declassification Center

Evans, Israel, Passport Agency, Manual Records Branch

Evon, Pamela R., Foreign Affairs Information Management Center, Information Access Branch

Falotico, Margaret A., African Affairs

Fauz, Adrienne, Bureau of Personnel, Office of Management

Ferro, Margarida, Foreign Service Institute

Fields, Stacy A., Office of Supply, Transportation and Procurement, Transportation Operations Branch

Fitzgerald, Jacqueline R., Foreign Service Institute, General Services

Fleming, Mitchell D., Consular Affairs, Personnel Branch

Fox Jr., James E., Legislative and Intergovernmental Affairs

Freiss, Tracy A., Executive Secretariat, Operations Center

Grant, Jay R., Office of Supply, Transportation and Procurement

Gregg, Kimberly R., Bureau of Personnel, Office of Management

Harris, Angela P., Office of the Legal Adviser

Hartmann Jr., Philipp, Office of Communications

Hodges, Lynda R., Visa Services, Communications and Records Division

Holtzclaw, Patricia A., Personnel Management Division, Pre-Assignment Center

Holum, Joan M., Passport Agency, Seattle

Imirie, Cheryl L., Consular Affairs, Management and Administration

Jones, Kimberly D., Bureau of Personnel, Retirement Division

Kane, Rena M., Bureau of Personnel, Retirement Division

Kaplan, Karla M., Foreign Affairs Information Management Center, Information Access Branch

Kochanek, Glenn R., Foreign Affairs Information Management Center, Information Access Branch

Kochanski, Kimberly A., Office of Supply, Transportation and Procurement, Despatch Agency, Baltimore

Kolesnik, James C.,

Classification/Declassification Center

Ku, Michelle, Bureau of Personnel, Office of Management

Kurtz, Susan D., Office of Supply, Transportation and Procurement, Contract Branch

Lowenthal, Mark M., Intelligence and Research, Office of Strategic Forces Analysis

Madden, Thomas E., Foreign Service Institute

McCurrach, Daniela M., Foreign Service Institute

McEwen, Maureen, African Affairs

McLean, Lisa C., Under Secretary for Management, Family Liaison Office

McMurry Jr., William T., Diplomatic Security, Washington Field Office

Moore, Eugene W., Classification/Declassification Center

Moore, Holly T., Bureau of International Communications and Information Policy

Naylor, Marshall A., Office of Supply, Transportation and Procurement, Supply Services Center

Nitze, Paul H., Office of the Special Adviser to the Secretary for Arms Reduction Negotiations

Nixon, Janet M., U.S. Mission to the United Nations

Odze, Leah, Office of Supply, Transportation and Procurement, Transportation Operations Branch

Pancheco, Eugenia, Office of Supply, Transportation and Procurement, Despatch Agency, San Francisco

Poling, Daniel I., Office of Fiscal Operations, Annuity Payments Branch

Porter Jr., Elijah, Passport Agency, Automated Records Branch

Posey, Melanie A., Bureau of Personnel, Office of Management

Rallo, James, Office of Supply, Transportation and Procurement, Despatch Agency, Baltimore

Ransom, Grace E., Refugee Programs, Office of the Executive Director

Reynolds, Pamela M., Personnel Management Division, Pre-Assignment Center

Roberson, Deron K., Foreign Affairs Information Management Center, Information Access Branch

Sauls, Carlton R., Bureau of Personnel, Program Operations Division

Scott, Joseph L., Foreign Affairs Information Management Center, Initial Distribution Section

Seitz, Kathleen K., Office of the Comptroller, Automation and Communications Center

Simmons, Edna D., Office of Supply, Transportation and Procurement, Contract Branch

Slade Jr., William I., Consular Affairs, General Services Branch

Smith, Gregory E., Passport Agency, Manual Records Branch

Smith, Mattie D., Foreign Affairs Information Management Center, Library

Stanley, Lou A., Office of Supply, Transportation and Procurement, Contract Branch

Stater, Timothy M., Intelligence and Research, Office of Terrorism and Narcotics Analysis

Stewart, Sheila M., Information Systems Office, User Support Service Staff

Sweeney, James J., Diplomatic Security, Foreign Operations Division

Sydnor, Lanelle D., Diplomatic Security, Washington Field Office

Talmy, Dasha V., Refugee Programs, Office of the Executive Director

Thibault, Suzanne E., Foreign Affairs Information Management Center, Library

Tillery-Shirley, Alecia J., Passport Agency, Manual Records Branch

Torrence, Roderick S., Passsport Agency, Manual Records Branch

Trklja, Dubravka, Foreign Service Institute

Tucker, Angela L., Passport Agency, Manual Records Branch

Van Heuven, Anne M., Visa Services, Communications and Records Division

Voth, Pamela S., Kingston

Weaver, John W., Foreign Affairs Information Management Center, General Publications Section

Weinfield, Brenda S., Office of the Secretary, Accreditation Section

Wilson, Laurie L., Diplomatic Security, Philadelphia Field Office

Woessner, Kathleen M., International Organization Affairs, Office of Administrative Services

Wolfe, Frank J., Passport Agency, Manual Records Branch

Young, Lawrence F., Office of Facilities Management and Administrative Services, Domestic Fleet Management and Operations Branch □

Reassignments (July)

Bacon, Claudia T., Bureau of Personnel, Office of Management to Foreign Affairs Information Management Center

Ceccarelli, Sandra A., Diplomatic Security to Inter-Amerian Affairs

Cunningham, Kimdra L., Financial Operations to Consular Affairs

Dauer, Elaine J., Information Systems Office, Systems Design and Programming Division to Foreign Affairs Data Processing Center

Davis, Rosalind, Bureau of Personnel, Pre-Assignment Center to Intelligence and Research

De Vivo, Diane D., Office of Management Operations to Diplomatic Security

Egbert, Melissa A., Office of Communications to Intelligence and Research

Flynn, Michael D., Passport Agency, Washington to Passport Agency, Research and Liaison Branch

Galuppo, Peter E., Diplomatic Security, Chicago Field Office to Diplomatic Security, Dallas Field Office

Gethers, Cynthia L., Passport Agency, San Francisco to Consular Affairs

Greene, Dorietha M., Bureau of Personnel, Pre-Assignment to Bureau of Personnel, Program Development and Guidance Division

Killea, Anne K., Diplomatic Security, Protective Liaison Division to Office of Protocol

Krucelyak, Cynthia R., Public Affairs to International Narcotics Matters

Landikusic, Tomislav H., Foreign Affairs Information Management Center, Acquisitions and Cataloging Branch to Foreign Affairs Information Management Center, Information Research and Retireval Branch

Lucas, Irene P., Office of Supply, Transportation and Procurement, Transportation Operations Branch to Office of Supply, Transportation and Procurement, Traffic Management Branch

Minor, Mamie J., Passport Agency, Washington to Passport Agency, Correspondence Branch

Ohrn, Catherine L., Intelligence and Research to Diplomatic Security

Peters, Deborah A., Office of Communications to Diplomatic Security

Picard, Mary J., Diplomatic Security to Bureau of Administration

Ramage, Douglas, Bureau of Administration to Intelli-

gence and Research

Rappaport, Michele A., Foreign Service Institute, Personnel Services Office to Foreign Service Institute, General Services

Rife, Marlene M., Consular Affairs to Passport Agency, Special Issuance Division

Sanders, Harry L., Foreign Affairs Information Management Center, Bindery Unit to Foreign Affairs Information Management Center, Evening Shift

Scott, Patricia D., Office of the Assistant Legal Adviser, Oceans, International Environmental and Scientific Affairs to Office of the Legal Adviser

Sweet, Patricia D., Bureau of Administration to Office of the Comptroller

Tracy, Mary, Foreign Service Institute to Visa Services

Yacob, Jami A., Office of the Coordinator for Public Diplomacy for Latin America and the Caribbean to Visa Services □

Resignations (July)

Adams, Susan H., Public Affairs

Avery, Janice J., Refugee Programs

Barfield, Selina C., Passport Agency, New York

Burgess, Glenda, Office of the Comptroller

Caron, Carolyn A., Diplomatic Security

Carter, Lisa A., Foreign Affairs Information Management Center, Information Access Branch

Champion, Julia, Passport Agency, Manual Records Branch

Chase, Tyrone A., Passport Agency, Manual Records Branch

Coburn, Charles H., Foreign Affairs Information Management Center, Information Access Branch

Coleman, Betty L., Legislative and Intergovernmental Affairs

FOREIGN SERVICE INSTITUTE—Graduates of the May clerical class, first row, left to right: ***Renard Huckaby, Janie Miller*** **(course chairwoman),** ***Gerda Conrad, Frances Johnson, Lilibeth Cleto, Vera Wyatt, James A. Wilkinson, Gladys A. Green.*** **Second row:** ***William Tillman, Wanda Williams, Linda Johnson*** **(partially hidden),** ***Vivian E. Montgomery, Wilma Parker*** **(partially hidden),** ***Carolyn L. Clark, Paula Sowle. (Photo by Lloyd McKenzie)***

Cooper, Karen M., Near Eastern and South Asian Affairs

Courts, Cynthia A., Bureau of Administration, Office of the Executive Director

Cox, Marlene Y., Bureau of Personnel, Retirement Division

Depina, Dwight R., Passport Agency, Stamford

Early, Michael A., Foreign Service Institute, General Services

Gulley, Trina F., Passport Agency, San Francisco

Hachmann, Barbara A., U.S. Mission to the United Nations

Handrahan, John J., Office of Supply, Transportation and Procurement, Contract Branch

Herrera, Dennis J., Office of the Legal Adviser, International Claims

Hodge, Clarence G., Passport Agency, Houston

Hudson, Brenda K., Office of the Secretary, Geneva Negotiation Team

Kozelka, Paul R., Foreign Service Institute

Leeds, Kimberly A., Refugee Programs, Office of the Executive Director

Loosle, Robert B., International Organization Affairs

Lupo, Maria F., Passport Agency, New York

Lutkoski, Margaret G., Foreign Service Institute

Mason, Elsie M., Passport Agency, Houston

Mott, Anthony C.T., Passport Agency, Manual Records Branch

Murphy, Valerie A., Foreign Affairs Information Management Center

Ness, Elizabeth A., Bureau of Administration

Nugent, Kathleen E., Refugee Programs, Office of the Executive Director

Petty II, John A., Passport Agency, Philadelphia

Price, Paula L., Foreign Service Institute

Rubinstein, Fotini V., Athens

Rudy, Barry M., Legislative and Intergovernmental Affairs

Scharnagl, Patricia A., Passport Agency, Miami

Schmidt, Kristen A., Office of the Comptroller

Seligmann, Albert L., Classification/ Declassification Center

Smith Jr., Lankward L., Medical Services

Smith, Nathaniel, Passport Agency, Boston

Speights, Lanell Y., Passport Agency, Houston

Thomas, Stephanie D., Passport Agency, Houston

Tu, Lawrence P., Office of the Legal Adviser

Tucci, Antoinette M., Foreign Service Institute

Tuttle, Sandra C., Passport Agency, Miami

Vanterpool, Blanche, Passport Agency, Northeast Passport Processing Center

Wood, Marie-Jose, Foreign Service Institute

Yarborough, Brenda Z., Classification/ Declassification Center □

Retirements (July)

Barrett, Margaret M., International Organization Affairs

Connolly, Frank A., Bureau of Administration

Douthit, Alisbon J., Office of the Assistant Legal Adviser, Management

Frank, Margie A., Bureau of Personnel, Office of Foreign Service Career Development and Assignments

Hawley, Alyce F., Office of the Director General of Foreign Service and Director of Personnel, Office of Policy Coordinator

Jurvis, Lorin A., Office of the Comptroller, Budget and Planning

Muromcew, Cyril, Office of the Deputy Assistant Secretary for Operations

Rowe, Lethean, Policy Planning Staff

Scott, Yvonne W., Visa Services

Sheehan, Charles R., Foreign Service Institute

Smith, Earlina G., Office of the Comptroller, Financial Operations

Smith, Randolph, Office of the Secretary, Information Management Section

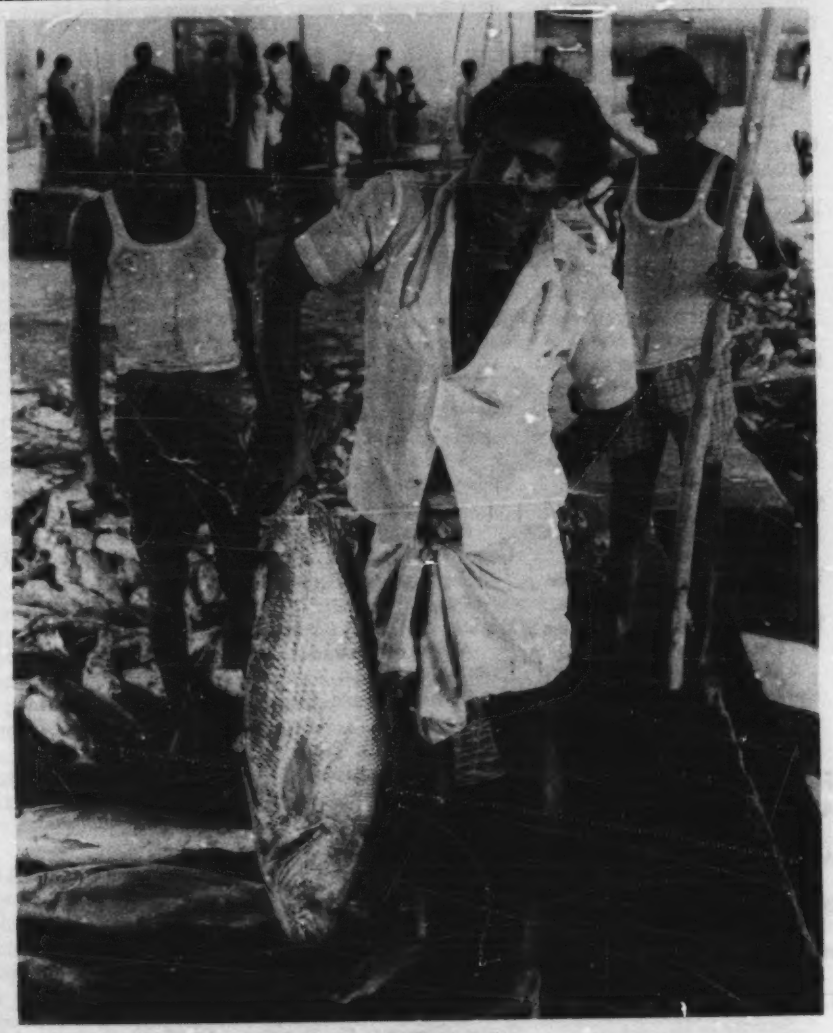
Thornton, Thomas P., Policy Planning Staff

Woods, Wilbert T., Office of Fiscal Operations ■

Post of the Month: Dhaka

THIS SOUTH ASIAN capital is the main city of Bangladesh, the nation at the head of the Bay of Bengal, surrounded along its land borders by the northeastern provinces of India. The Foreign Service people there are featured here as part of STATE's continuing series.

Mike Schaffer*, right, at wrestling practice.** ***(Photo by T. Schaffer)



A fisherman's prize catch. ***(Photo by Kevin Rushing)***

Tezi Schaffer*, wife of the ambassador, at the Dhaka steamer wharf.** ***(Photo by Howard Schaffer)

A soccer game at the American school. *(Photo by T. Schaffer)*

Political officer *Will Owen* with wife *Denise* and daughter *Anne-Clemence*. *(Photo by T. Schaffer)*

Rosemary Dempsey and *Daryn Sherman*. *(Photo by T. Schaffer)*

Joe Hilliard and *Madeline Olson. (Photo by T. Schaffer)*

Meagan Peterson takes *Li-lizs Stanley* on a pony ride. *(Photo by T. Schaffer)*

At school carnival, from left: *Cizzy Williams, Celia Hilliard, Therese, Benjamin* and *Kevin Rushing, Terry Lee* and daughter *Christina. (Photo by Phylis Greenfield)*

Economic counselor *Shirley Panizza* with children *Jennifer* and *Michael. (Photo by T. Schaffer)*

The waterfront. *(Photo by Kevin Rushing)*

***Hannah* and *Ray de Bruce*, winners of the American Club tennis tournament.** *(Photo by T. Schaffer)*

Aboard the USS Capodanno in Chittagong Harbor are *Chris, Eric* and *Jeremy Greenfield* (first, second and fourth children from left), *Kim* and *Mike Schaffer* (third and sixth from left) and friends *David* and *Tim Brackney*. *(Photo by Phylis Greenfield)*

Banks of the Meghna River. ***(Photo by Kevin Rushing)***

At the American Club, from left: ***Gerry Dempsey,*** **club manager** ***Jerri Glass, Steve Allen, Charles Parish, David Fulton, Claire Waddoup. (Photo by Phylis Greenfield)***

Joan Westley and daughter *Kate* wait for a ferris wheel ride at the American School carnival. *(Photo by T. Schaffer)*

Asha Lynch and *Kate Gibney* at an American School swim meet. *(Photo by T. Schaffer)*

Bangladeshi women and children. *(Photo by Kevin Rushing)*

Ambassador *Howard Schaffer* presents "Marine of the Month" award to Sgt. *Terry Wilkins. (USIA photo)*

Yvonne Reece and commissary cashier *Karim* at checkout counter. *(Photo by T. Schaffer)*

Inspecting bales of semiprocessed jute, from front to back: *Madeline Olson, Ann Horne, Phylis Greenfield.*

Luther and *Bronson Williams* (facing camera) on a ferris wheel. *(Photo by R. Dempsey)*

Steve Allen, AID, with daughter *Lydia,* announces events at the American School carnival. *(Photo by T. Schaffer)*

Public affairs officer *David Grimland,* consular officer *Mike Hebert* and his wife *Sabrina,* and cultural affairs officer *Mary Joe Furgal. (Photo by T. Schaffer)*

Ambassador *Howard Schaffer*, center, with secretaries, from left: *Hubert Rozario*, *Teena Gilbert*, *Nancy Daniel*, *Farida Kauser*, *Lynda Walker*, *Karen Barnes*, *Celine Hassan*, *M.A. Kashem* and *Francis Rozario*.

General services officer *Bryan Chastain*, right, with his assistant, *Mohammed Belayet Hussain*. *(Photo by T. Schaffer)*

A boy sells vegetables outside Dhaka. *(Photo by Kevin Rushing)*

Rickshaws on a village street. *(Photo by Kevin Rushing)*

Deputy chief of mission *Larry Lesser*, left, administrative counselor *Brent Olson* and foreign buildings officer *Rex Brown*, with a picture of the new chancery building. *(USIA photo)* ■

Appointments (August)

Anderson, Kyong Ja, Seoul
Antokol, Phillip N., Bureau of Personnel
Appleton, Cleo K. O., Prague
Atkins, Freda T., Yaounde
Aycock, Barbara S., Bucharest
Baltimore, Susan J., Budapest
Barkley, Jennifer P., Yaounde
Barron, Susan H., Monrovia
Barwick, Rose M., Budapest
Becker, Priscilla C., Ottawa
Bell, Melissa A., Stockholm
Berntsen, Sharon L., Dhaka
Bowers, Maureen K., La Paz
Bozworth, Sandra A., Colombo
Bradshaw, Betty L., Maseru
Brooks, Rita G., Islamabad
Broussard, Raymond C., Pretoria
Burkette, Robert D., Lisbon
Burns, Joan D. C., Paris
Byers, Mary, Lome
Carragher, Danadee E., Buenos Aires
Chritton, Jody L., Panama
Cinnamon, John M., Kigali
Clayton, Teresita A., Jakarta
Cohen, Judy W., Economic and Business Affairs, Office of Maritime Affairs
Collamer, David S., Nairobi
Cook, Denise E., Monrovia
Cullen, Yolanda S., Athens
Daniel, Luther B., Caracas
Denitto, Gary T., Diplomatic Security
Dicks, Barbara L., London
Doty, Sandra L., Dar-es-Salaam
Dunbar, Judith L., Bangkok
Durham, Deborah L., Gaborone
Engman, Kay E., Manila
Fermoselle, Pamela M., Mexico
Fernandes, Lori L., Quito
Fiorillo, Susan J., Abidjan
Givens, Marianne L., London
Gonzales, Josefina B., Manila
Grabman, Robert B., Nairobi
Hamid, Lynda G., Islamabad
Higgins, Dorothy J., Jakarta
Hinson, Arthur W., Brasilia
Hughey, Diane M., New Delhi
Hunt, James B., Conakry
Irizarry, Abdias A., San Salvador

PRINCETON, N.J.—Foreign Service officers *Wayne King*, left, with *Lawrence Butler*, center, and *Thomas Cadogan*, receive certificates of completion as 1985–86 Princeton University Woodrow Wilson School mid-career fellows.

Jacobson, Kenneth R., Yaounde
Johnson, Patricia A., Rabat
Jones Jr., Jesse S., Guadalajara
Judy, Barbara J., Yaounde
Kamman, Mary C., Havana
Kelly, Wynetta M., Rome
Kilroy, Michael J., Johannesburg
Kulick, Mary E., London
Kushner, Janice B., Lagos
La Sor, Carol A., Bangui
Lawson, Amy J., Bonn
Lee, Zenaida L., The Hague
Levine, Alan M., Dakar
Lindsay, Kelly, Frankfurt
Marek, Joan S., Rio de Janeiro
Mayhew, Jonathan C., Refugee Programs
McCoy, Meri A., Antananarivo
McKae-Goodman, Susan, Wellington
Mcomber, Douglas, East Asian and Pacific Affairs
McWade, Victoria M., Port-of-Spain
Merson, Catherine A., London
Miller, Brenda, Quito
Millspaugh, Pat A., Montevideo
Millspaugh, Patricia M., Montevideo
Moreno, Helga V., Managua
Morrow, Laura L., Antananarivo
Notkin, Jennifer, Freetown
Nuno, Karen L., Guadalajara
O'Hagan, Noreen A., Dublin
Olson, Kerri L., Port-of-Spain
Parker, Stuart C., Moscow
Pearson, Nels D., Pre-Assignment Foreign Service Specialist Training
Pettit, Dale G., Tokyo
Pham, Peter P., Pre-Assignment Foreign Service Specialist Training
Picardi, Judith E., Rome
Poppish, Diane M., Antwerp
Prawl, Nancy L., Yaounde
Reams, Joanne P., London
Rhodes, Margaret W., Brussels (NATO)
Robertson, Norma F., Buenos Aires
Robinson, Dianne M., Khartoum
Rose, Karen S., Caracas
Rupli, Ann R., Antananarivo
Seward, James A., Diplomatic Security, Administrative Services Division
Shepley, Lynn M., London
Smeallie, Melanie M., Kinshasa
Specht, Robert L., Bonn
Todorovic, Iliga I., Djibouti
Turnbeau, Patricia A., Rio de Janeiro
Tyson, Sydnee L., Managua
Vacik, Patricia M., Nairobi
Vargo, Claudette M., Budapest
Weichert, Pamela A., Budapest
Welch, David M., Frankfurt
Westgate, Pummarie, Prague
White, Cathleen M., Manila
White, Joyce B., New Delhi
Whitehead, Hatsumi, Ankara
Wingate, Effie E., Athens
Yip, Sau Ching, Tijuana
Zanes III, Roger H., East Asian and Pacific Affairs □

Transfers (August)

Adair, Marshall P., China to Economic and Business Affairs, Industrial and Strategic Materials Division
Aldridge, Clarissa J., Nicaragua to Foreign Service Institute
Anders Jr., James D., Ecuador to Inter-American Affairs
Anderson, Donald M., Foreign Service Institute to Hong Kong
Anderson, Joan N., Office of Management Operations to Bureau of Personnel, Recruitment Division
Anderson, Michael G., Refugee Programs to Genoa
Andrews, Thomas H., Germany to Diplomatic Courier Service
Arzt, Joanne, Foreign Service Institute to Office of Foreign Service Career Development and Assignments
August, Heidi, Malta to Dublin

Austin, Lauren A., Mexico to Montevideo
Bachmann, F. Brenne, Foreign Service Institute to Stockholm
Bargeron Jr., John H., Liaison with Multinational Force and Observers to Foreign Service Institute
Barnett, Elizabeth, Foreign Service Institute, Language Training to Budapest
Baron, Jeffrey J., Foreign Service Institute, Language Training to Fukuoka
Beede, Christopher J., Belize to Foreign Service Institute
Berg, Edward A., Inter-American Affairs to European and Canadian Affairs
Berger, Roselia R., Office of Under Secretary for Political Affairs to Cairo
Bigler, Roy C., Liberia to Office of Communications
Bindenagel, James D., Germany to Executive Secretariat, Operations Center
Bishop, Robyn M., Foreign Service Institute to Executive Secretariat, Operations Center
Blake, Stephen J., Nepal to Near Eastern and South Asian Affairs
Blood Jr., John E., Greece to Office of Communications
Bobick, Elizabeth A., Portugal to Tel Aviv
Bofinger, Paul C., Southern African Affairs to Office of Foreign Buildings
Bolton, Deborah A., Hungary to Inter-American Affairs, Office of Southern Cone Affairs
Boorstein, Michael A., Foreign Service Institute, Language Training to Warsaw
Booth, Jackson B., Diplomatic Security to Guatemala
Boulanger, John P., Germany to Foreign Service Institute
Bowden III, Upton B., European and Canadian Affairs to Milan
Boyd, William T., Nigeria to African Affairs
Brackman, Stella S., Bureau of Personnel to Office of the Program Inspector General
Brooks, Vanessa C., Liberia to Office of Foreign Service Career Development and Assignments
Brown, Gordon S., Arabian Peninsula Affairs to Tunis
Brown, William B., Mexico to Panama
Brundage, Stephen G., West African Affairs to Foreign Service Institute
Brunner II, Charles R., India to Office of Communications
Burns III, Matthew J., Cuba to Leningrad
Bushnell, Prudence, Bombay to Foreign Service Institute
Butcher, Suzanne S., Inter-American Affairs, Office of Policy Planning and Coordination to Oceans and International Environmental and Scientific Affairs, Office of Environmental and Health Affairs
Butkus, Lois A., Cyprus to Islamabad
Carper, John F., Pre-Assignment Foreign Service Specialist Training to Diplomatic Security
Cecil, Charles O., Oman to Tunis
Chapman, William K., Soviet Union to Near Eastern and South Asian Affairs, Office of the Executive Director
Christopher, James M., Diplomatic Security, Systems Engineering and Logistics Branch to Diplomatic Security, Training Center
Chung, Foon C., Diplomatic Security, Personnel Investigation Division to Diplomatic Security, Program Operations-Geographic Areas
Clear, Taylor J.E., Intelligence and Research, Office of Economic Analysis to Intelligence and Research, Reporting Division
Clifton, Jay C., Moroni to Bangui
Cole, James F., Foreign Service Institute to Calcutta
Conaway, Mary S., Canada to Office of Mexican Affairs
Connelly, Claude P., Near Eastern and South Asian Affairs to Abu Dhabi
Cook, Frances D., Egypt to Refugee Programs
Corcoran, Kevin K., Philippines to Foreign Service Institute
Corkery, John R., Ivory Coast to The Hague
Covey, James P., National Security Council Staff to Near Eastern and South Asian Affairs
Cozzens, Peter E., International Organization Affairs to Executive Secretariat, Operations Center
Creagan, David J., Hungary to Executive Secretariat, Operations Center
Crump, Frank B., Intelligence and Research to Riyadh
Cubbison, Edwin P., Foreign Service Institute to Jerusalem
Curley II, Albert, Bureau of Personnel to Abidjan
Cuthbertson, Virginia A. R., Mexico to Bureau of Administration
Daley, Robert J., Germany to Moscow
Davidow, Jeffrey, Southern African Affairs to Caracas
Davis, Robert L., Foreign Service Institute, Language Training to Warsaw
Deason, Robert G., China to Seoul
Debusk, Loretta H., Austria to Halifax
Dickey, V. Raymond, Office of Philippine Affairs to Office of the Program Inspector General
Dickman, Shirley J., El Salvador to Office of Foreign Service Career Development and Assignments
Dillon, Kenneth J., Intelligence and Research, Division for North and Central Europe to Intelligence and Research, Long-Range Assessments Staff
Dinger, John R., Japan to Sapporo
Dixon, John M., Office of Communications to Athens
Diouhy, David B., Office of Central American Affairs to San Salvador
Dominguez, Olga, African Affairs to Merida
Downey, Robert E., Kenya to Executive Secretariat, Operations Center
Doyle, James R., Office of Foreign Buildings to Foreign Service Institute
Dunkerley, Craig G., Foreign Service Institute, Language Training to Policy Planning Staff
Durkin, Kenneth M., Ecuador to Near Eastern and South Asian Affairs, Office of Public Affairs Adviser
Ehrenfried, Charles A., European and Canadian Affairs to Moscow
Ellice Jr., Douglas V., Bandar Seri Begawan to East Asian and Pacific Affairs, Taiwan Coordination Office
English, Charles L., Foreign Service Institute, Language Training to Athens
Eshleman, Martin A., Inter-American Affairs to San Jose
Evans, Rachelle Y., Zaire to Office of Foreign Service Career Development and Assignments
Felt, John P., Mexico to Office of Caribbean Affairs
Ferguson, David R., Panama to Kathmandu
Ferguson, Kenneth D., Mexico to Office of Communications
Fichte, Royce J., Bolivia to Visa Services
Finegan, John J., Diplomatic Security, Standards and Design to Diplomatic Security, New York Field Office
Fishman, Rosalind, Yugoslavia to Office of Under Secretary for Management
Fitzpatrick, Mary A., Riyadh to Geneva (U.S. Mission)
Flaherty, Sue A., China to International Organization Affairs
Forbes, John D., Legislative

and Intergovernmental Affairs to Manila

Foster, Harold D., Economic and Business Affairs, Planning and Economic Analysis Staff to Foreign Service Institute

Fox, Stephen R., Intelligence and Research, Current Intelligence Staff to Foreign Service Institute

Froebe Jr., John A., China to Shenyang

Fry Jr., Samuel E., Office of the Program Inspector General to Public Affairs, Office of Public Programs

Fugit, Edward F., Foreign Service Institute to Harare

Gain, Ronald L., Office of Foreign Buildings to Islamabad

Galassi, Priscilla, Politico-Military Affairs to European and Canadian Affairs

Galer Ryan, A. M., Economic and Business Affairs to Foreign Service Institute

Giles, Gilbert D., Southern African Affairs to Office of Communications

Goeckermann, Robert H., Oceans and International Environmental and Scientific Affairs, Office of Science and Technology Support to Oceans and International Environmental and Scientific Affairs

Goff, Ellen, Overseas Citizens Services to Visa Services

Goldbeck, Brian L., Korea to Sanaa

Gonzalez, Adela, Inter-American Affairs to UNESCO (Paris)

Gorbett, Janet M., Chad to Bureau of Personnel

Gosnell, Jack L., China to Office of Korean Affairs

Graham, Barbara J., Portugal to European and Canadian Affairs

Grammo, Reynald P., Uruguay to Office of Communications

Grant, Lee R., Brazil to Diplomatic Security

Gray, Robert L., Saudi Arabia to Conakry

Grimste, Robert T., Office of Communications, Special Projects Branch to Office of Communications, Communications Center Officer Section

Grovdahl, Roger M., Kenya to Kuala Lumpur

Haegele, Richard G., United Kingdom to Frankfurt

Hamilton, John R., Inter-American Affairs to Lima

Hansen, Ruth E., Foreign Service Institute, Language Training to Belgrade

Harris, Kevin J., Suriname to The Hague

Harris, Martha C., Italy to European and Canadian Affairs

Hauser, Timothy P., Israel and Arab-Israeli Affairs to Paris

Hayhurst, Richard A., Italy to European and Canadian Affairs

Hill II, William H., Yugoslavia to Office of the Secretary

Holstein, Eleanor J., Venezuela to Intelligence and Research

Hoog, John F., Foreign Service Institute to Singapore

Hooper, James R., U.S. Air Force to Kuwait

Horan, Edward T., Philippines to Athens

Horsey, Sarah R., European and Canadian Affairs to Foreign Service Institute

Hubbard, Kenneth C., Germany to Office of Communications

Hughes Jr., Lawrence R., Mexico to Office for Philippine Affairs

Hyland Jr., John J., Office of Communications to Brussels (NATO)

Hyland, Jason P., Guatemala to Sapporo

Imus, Richard H., Foreign Service Institute to Bonn

Ingram, Richard S., Diplomatic Security to Canberra

Itoh, William H., Office of Under Secretary for Political Affairs to Perth

Jacks, David T., Switzerland to Office of Communications

Janakas, Elaine, Turkey to Athens

Jaworski, Ronald R., Office of Communications, Message Preparation and Cryptographic Section to Office of Communications, Communications Center

Jazynka, Mary, Bureau of Personnel to Beirut

Jelen, Patricia-Anne W., Near Eastern and South Asian Affairs to Kathmandu

Jeter, Howard F., Tanzania to Foreign Service Institute

Johnson Jr., Leon M., Inter-American Affairs to Damascus

Johnson, Donald G., International Organization Affairs to Oceans and International Environmental and Scientific Affairs

Johnson, Judith R., West African Affairs to Foreign Service Institute

Johnson, Mark, Kenya to Legislative and Intergovernmental Affairs

Johnson, Stephen T., East Asian and Pacific Affairs to Foreign Service Institute

Jones Jr., Charles, Antigua to Bureau of Personnel

Jones, Jerry W., Botswana to Ankara

Kalogeropoulos, Penelope M., European and Canadian Affairs, to Copenhagen

Karaer, Arma J., European and Canadian Affairs to Karachi

Kashkett, Steven B., European and Canadian Affairs to Paris

Kelley, James P., Japan to Office of Foreign Service Career Development and Assignments

Kelley, Robert D., Warsaw to Berlin

Kepchar, Allen J., Tunisia to Damascus

Kinser-Kidane, Brenda J., Office of the Special Envoy for Central America to U.S. Mission, Organization of American States

Kish, Stephen C., European and Canadian Affairs to Foreign Service Institute

Klawansky, Robert A., China to Seoul

Kline, Paul C., Inter-American Affairs to Guadalajara

Korky, Ann K., Foreign Service Institute, Language Training to Nicosia

Kovner, Milton, International Organization Affairs to Politico-Military Affairs

Kruk, Leonard S., Nigeria to Manila

Kursch, Donald B., European and Canadian Affairs to Budapest

Lackey, James B., Indonesia to Office of Supply, Transportation and Procurement

Lanpher, Edward G., Zimbabwe to Southern African Affairs

Lapolla, John M., Italy to Leningrad

Latimer, Alan B. C., Visa Service to Office of Foreign Service Career Development and Assignments

Le Zotte, M. Diane, East Asian and Pacific Affairs to Office of Protocol

Lecoco, Randall R., Foreign Service Institute, University Training to Monrovia

Lehovich, Vladimir, Austria to Politico-Military Affairs

Leibengood, Paul C., Panama to Diplomatic Security

Leon, Camilo E., Near Eastern and South Asian Affairs to Bridgetown

Levine, Henry A., European and Canadian Affairs to East Asian and Pacific Affairs

Lewis, Lynn V., Greece to European and Canadian Affairs

Lewis, Neil E., Greece to Office of Communications

Lief, Elliot R., European and Canadian Affairs, Office of the Executive Director to Foreign Service Institute

Lineburger, Edward C., Netherlands to Office of the Deputy Assistant Secretary for Operations

Lini, Arleen F., Belgrade to Rome

Linton, E. Mark, Economic

and Business Affairs to Near Eastern and South Asian Affairs

Linville, Duane T., Office of Foreign Service Career Development and Assignments to Hong Kong

Linville, Maria D., Office of Under Secretary for Management to Hong Kong

Long, John D., Japan to Tokyo

Mack, James F., El Salvador to Asuncion

Mack, Kenneth W., Sierra Leone to Office of Communications

Majourau, Paul M., Nigeria to Tokyo

Malin, Herbert S., European and Canadian Affairs to Salzburg

Malkemes, Janet R., East Asian and Pacific Affairs to Foreign Service Institute

Mallon, Patricia M.C., Office of the Program Inspector General to Office of Foreign Service Career Development and Assignments

Marquez Jr., Manuel, Burma to Office of Communications

Marshall, Jim B., Legislative and Intergovernmental Affairs to The Hague

Martin, Cheryl A., Poland to Refugee Programs

Mason, Dwight N., Office of Under Secretary for Management to Ottawa

Massey, Mark S., African Affairs to Niamey

Mathewson, Candace H., Italy to Milan

Mattson, Gregory L., Foreign Service Institute to Athens

Maxim, Robert M., Central African Affairs to Quebec

Mazyck, Dazzie D., Nigeria to Cairo

McCarron Jr., Vincent J., Bahrain to Office of Communications

McClure, James C., Brazil to Office of Communications

McCollum, Portia E., Jamaica to Dakar

McGann, C. Steven, European and Canadian Affairs to Office of Under Secretary for Political Affairs

McKee, Richard K., Saudi Arabia to Geneva (U.S. Mission)

McWilliams Jr., Edmund F., Foreign Service Institute, Language Training to Kabul

Meigs, Michael A., Economic and Business Affairs to Inter-American Affairs

Melvin, S. Jean, Visa Services to Bureau of Personnel, Office of Position and Pay Management

Menold Jr., William F., Netherlands to European and Canadian Affairs

Menyhert, Louis S., Swaziland to Baghdad

Middleton, Alfred L., Philippines to Dhaka

Mitchell, Anthony, Saudi Arabia to Kuwait

Mohr, Mark E., Foreign Service Institute, University Training to Politico-Military Affairs

Moore, Wendela C., Poland to Foreign Service Institute

Moore, William H., Guyana to Inter-American Affairs

Morris, Ronald K., Philippines to Office of Communications

Mozur, Michael C., Soviet Union to Buenos Aires

Mueller, Richard W., Hong Kong to Secretariat Staff

Muench, Sandra M., Karachi to Vienna

Mulhall, Patricia, European and Canadian Affairs to African Affairs

Muller, William A., Consular Affairs to Visa Services

Murray Jr., Lewis R., Legislative and Intergovernmental Affairs to Brisbane

Mussomeli, Joseph A., Philippines to East Asian and Pacific Affairs

Nagy Jr., Tibor P., Ethiopia to Foreign Service Institute

Neilson, Thomas S., Grenada to Office of the Ambassador-at-Large for Counter-Terorism

Nelson, Dennis E., Pakistan to Office of Communications

Nelson, Diana S., Lebanon to Bogota

Nelson, Marsha E., Australia to New Delhi

Nienstedt, Helena M., Italy to Valletta

Noel, Bobby R., China to Abu Dhabi

Norman, Robert L., Foreign Service Institute, Language Training to Prague

Norris Jr., Marion V., Chile to Bandar Seri Begawan

O'Keefe, John M., European and Canadian Affairs, Office of the Executive Director to Manila

O'Leary, John, Foreign Service Institute to Islamabad

O'Conner, Edward R., European and Canadian Affairs to Intelligence and Research

Ogg, George W., Canada to Department of Defense

O'Herron, Thomas F., Foreign Service Institute to Economic and Business Affairs, Office of International Finance and Development

O'Keefe, Michael J., Costa Rica to Inter-American Affairs

Palmer, Larry L., Uruguay to African Affairs

Parker, Dolores M., Turkey to Office of Foreign Service Career Development and Assignments

Parker, John A., China to Barcelona

Parker, William D., Turkey to Office of Communications

Parsons, Edmund M., Italy to Oceans and International Environmental and Scientific Affairs, Office of Environmental and Health Affairs

Paschyn, Bohdan Y., Foreign Service Institute, Language Training to Sofia

Paul, Thomas J., Peru to Buenos Aires

Paxton, Larry W., Bureau of East Asian and Pacific Affairs to Manila

Pernick, Irwin, Public Affairs to Office of the Counselor of the Department

Perry, C. Richard, Diplomatic Security to Pretoria

Peters, Sheila J., Portugal to Executive Secretariat, Operations Center

Pfeifle, Linda M., Inter-American Affairs to Quito

Pinkley, Adele M., Germany to Bureau of Personnel

Plamondon, Richard R., Colombia to Inter-American Affairs

Powers, Phyllis M., Medical Services to Bureau of Personnel

Presgrove, Barbara A., Mali to Intelligence and Research, Office of Politico-Military Analysis

Proctor, Robert A., Norway to West African Affairs

Pugh, David C., Foreign Service Institute to Kuala Lumpur

Queen, Richard I., Canada to Overseas Citizens Services

Ramos, David R., Refugee Programs, Office of European, Near Eastern and Latin American Refugee Assistance to Inter-American Affairs, Office of Cuban Affairs

Randolph, David E., Office of the Secretary to Inter-American Affairs

Recinos, Augusto, Mexico to Georgetown

Redick, Charles W., Near Eastern and South Asian Affairs to Kinshasa

Reichelderfer, Thomas S., Korea to Foreign Service Institute

Rhian, Barbara F., European and Canadian Affairs to African Affairs

Richtmyer, Priscilla K., Indonesia to Caracas

Rinehart, Robert F., European and Canadian Affairs to Rangoon

Ritter, Dianna, Malta to Office of Foreign Service Career Development and Assignments

Robbins, Gary D., Venezuela to Executive Secretariat, Operations Center

Robinson, Raymond G., Office of Supply, Transportation and Procurement, Transportation Operations Branch to Office of Equal Employment Opportunity and Civil Rights

Roman, Mary P., Jamaica to Inter-American Affairs

Rosen, Dorothea M., Germany to Intelligence and Research

Rosenblatt, Lionel A., Canada to Legislative and Intergovernmental Affairs

Ross, Jo A. D., Canada to Libreville

Rouse, John H., Canada to European and Canadian Affairs

Runge, Erwin J., Norway to European and Canadian Affairs

Salem, Susan E., Inter-American Affairs to Economic and Business Affairs

Sano, John R., Japan to Commerce Department

Sardinas, Martha, New Zealand to Foreign Service Institute, University Training

Sarofeen, Robert A., Austria to Abu Dhabi

Schlamm, Paul I., International Organization Affairs to European and Canadian Affairs

Schulz, Jeanne L., Mexico to Overseas Citizens Services

Scott Jr., Kenneth M., African Affairs to Libreville

Sherwood, Nicholas A., Norway to Foreign Service Institute

Shirley, Katherine H., Bureau of Personnel to Palermo

Shoemaker, Christine A., Soviet Union to Manila

Simenson, Storm R., European and Canadian Affairs to Helsinki

Sison, Michele J., Togo to Foreign Service Institute

Skelly, Mary A. F., Italy to European and Canadian Affairs

Skidmore, Theresa M., Iraq to Near Eastern and South Asian Affairs

Smith Jr., Dane F., Botswana to Khartoum

Smith, Carole S., Canada to Brasilia

Smith, Lamonte C., Office of Communications, Regional Operations Branch to Office of Communications, Communications Training Division

Smith, N. Shaw, Foreign Service Institute to International Organization Affairs

Smith, Raymond V., Diplomatic Security, Los Angeles Field Office to Diplomatic Security, Chicago Field Office

Smith, Wilma J., Syria to Jerusalem

Smylie, Richard M., Commerce Department to Bangkok

Snead, Thomas J., Foreign Service Institute to Bandar Seri Begawan

Solomon, George J., Chile to Montevideo

Soso, G. Jean, Human Rights and Humanitarian Affairs to Foreign Service Institute, University Training

Spirnak, Madelyn E., Economic and Business Affairs to Foreign Service Institute

Stanley, Laurance, Human Rights and Humanitarian Affairs, Office of Policy, Planning and Reports to Human Rights and Humanitarian Affairs, Office of Multilateral Affairs

Stepanchuk, John C., Turkey to Foreign Service Institute

Sweeney, Maria D., International Narcotics Matters to Ottawa

Syring, W. Patrick, Netherlands to Conakry

Tamlyn, Lucy, International Organization Affairs to Foreign Service Institute

Tatge, Robert O., Southern African Affairs to Poznan

Templer, Eddie C., Indonesia to Manila

Tender, Lisa M., European and Canadian Affairs to Office of the Secretary

Thomas, Holcombe H., Foreign Service Institute, Language Training to Osaka-Kobe

Tom, Margaret S., Indonesia to Office of the Under Secretary for Political Affairs

Toney, Gerald R., Finland to Belize City

Tracy, Frank X., East Asian and Pacific Affairs to Commerce Department

Tueller, Blaine C., Department of Defense to Bureau of Personnel

Turak, Jonathan S., Romania to Tangier

Vonnegut, Helene A., Netherlands to Tokyo

Wachob, James R., European and Canadian Affairs to Bureau of Personnel

Wake, Douglas B., U.S. Mission to the United Nations to Human Rights and Humanitarian Affairs

Wiggins, Frontis B., Bureau of Personnel, Office of Recruitment, Examination and Employment to Bureau of Personnel, Office of Policy Coordination

Williams Jr., A. Joseph, Belgium to Bureau of Administration

Willow, Ruth L., Foreign Service Institute, University Training to Helsinki

Wilson, Brian W., United Kingdom to Belfast

Wippl, Joseph W., Guatemala to Luxembourg

Wright, Donna M., Politico-Military Affairs to Office of the Program Inspector General

Zimmerman, Warren, Arms Control and Disarmament Agency to Office of the Secretary □

Resignations (August)

Alexander, Evelyn, Lagos

Baker, Marilyn J., Moscow

Barrett, Maureen A., Toronto

Berg, Michael W., Egypt

Bourdon, Deborah I., Switzerland

Bracken, Judy W., Zagreb

Brown, Verlene, Addis Ababa

Campbell, Robert C., Bureau of Personnel

Daharb, Karin A., Tokyo

Dutton, Donald E., Ankara

Evans Jr., Willie, Kinshasa

Flynn, Suchitra, Tunis

Gavin, John A., Mexico

Grundon, Robert W., Athens

Hall, Huong P., Shenyang

Hoyesen, Catherine S., Casablanca

Iacovoni, Darlene A., New Delhi

Johnson, Delores, Yaounde

Keating, Leonard G., Maputo

Klinger, Carol J., Lagos

Kolker, Adam, Madrid

Lattanzi, Aurelia, Pretoria

Lewis, Arthur W., Freetown

Malcik, Susan H., Yaounde

Marlow, Lara, Paris

Mills, Vernon W., Office of Communications, Telephone Support Branch

Murdoch, Susan M., Caracas

Myers, Dana E., London

Ness, Marjorie E. H., London

Oakley, Gladys E., Ottawa

Pavlovski, Chester J., Cairo

Payne, Teddy R., Rabat

Pitkin, Horace W., Yaounde

Plummer, Zarina V., Riyadh

Quinones, Victor M., Diplomatic Security, Miami Field Office

Ramee, Neal A., Moscow

Roman, Mary P., Inter-American Affairs

Salmon, Stephanie A., Mexico

Shapiro, David M., Near Eastern and South Asian Affairs

Siegwald, Peter A., Managua

Stone, Eileen A., Mexico

Toirac, Renee L., Madrid

Weinstein, William, Manila

Widenhouse, Scott M., Frankfurt

Williamson, Kathleen R., Colombo □

Retirements (August)

Amstutz, J. Bruce, Politico-Military Affairs, Faculty Adviser

Babin Jr., Anthony J., Port-au-Prince

Butler, Ruth E., European and

Canadian Affairs
Clappin, William P., Mexico
Desombre, Marjorie M., Khartoum
Eichorn, Virginia M., European and Canadian Affairs, Office for Central Europe
Eskin, Otho E., Oceans and International Environmental and Scientific Affairs, Office of Advanced Technology
Forrester, Martin C., Goteborg
Gaynor, Barbara A., Athens
Genovese, Mary C., Family Liaison Office
Keeling, Bruce W., Bureau of Personnel
Kutsmeda, John E., Bureau of Administration
Lachman, Donald, Karachi
Larkin, James L., Nairobi
Lewis, Antonie, Office of Canadian Affairs
Martinez, Richard R., Foreign Service Institute
McCurry, George R., Islamabad
Pavlovski, Chester J., Bureau of Personnel
Ravndal, Frank M., Foreign Service Institute
Ravnholt, Astrid M., Kuwait
Russell, Mary J., Southern African Affairs
Sheinbaum, Gilbert H., Geneva (U.S. Mission)
Sisk, Charles H., Mogadishu
Stahlman, John W., Bogota
Sutton, Gerald M., Intelligence and Research, Office of Terrorism and Narcotics Analysis
Wayker, Charles D., Brussels (NATO)
Welch, Julia, Foreign Service Institute
Woboril, Marilyn J., Office of Under Secretary for Political Affairs
Woessner, William M., European and Canadian Affairs
Wolle, William D., Office of Foreign Service Career Development and Assignments
Zukauskas, Rita A., Office of Communications, Mail and Pouch Branch □

Appointments (July)

Adams, Shirley A., Bureau of Personnel, Pre-Assignment Foreign Service Special Training
Ainsley, Theresa A., Damascus
Alexander, Troy B., Nairobi
Allen, Linda J., Sanaa
Arvizu, Eunhee, Seoul
Ash, Pamela I., Bureau of Personnel, Pre-Assignment Foreign Service Special Training
Ashton, S. Douglas, Jakarta
Babb, Teresa R., Islamabad
Balis, Marjorie E., Yaounde
Batchelor, Jeffrey B., Bureau of Personnel, Pre-Assignment Foreign Service Special Training
Beal, Michael L., Jeddah
Benson, Ann C., Cairo
Bergen, Kristin, Dakar
Biddick, Thomas V., Beijing
Bigelow, Marjorie N., Lusaka
Biggers, Ursula, Istanbul
Black, Yvonne, Praia
Blankenship, Robert S., Bureau of Personnel, Pre-Assignment Foreign Service Special Training
Blankinship, Pamela S., Bureau of Personnel, Pre-Assignment Foreign Service Special Training
Blatt, Benjamin P., Office of Communications, Radio Support Branch
Bordwell, Julieann A., Hong Kong
Boulware, Nora J., Ouagadougou
Bramlett, Janice K., Madrid
Brandt, Mark R., Cotonou
Brickel, Frederike A., Bureau of Personnel, Pre-Assignment Foreign Service Special Training
Brown, Kathlyn J., Jakarta
Cammayo, Gloria, Manila
Childs, Albert L., Bureau of Personnel, Pre-Assignment Foreign Service Special Training
Collins, Frances L., Bureau of Personnel, Pre-Assignment Foreign Service Special Training
Corden, Pierce S., Arms Control and Disarmament Agency
Countryman, Mary E., Mogadishu
Cronin, Angelia M., Brussels
Darrach, Sylvia C., Guadalajara
Davenport, Joseph E., Bureau of Personnel, Pre-Assignment Foreign Service Special Training
De Ramirez, Maria C., Brussels
Delsignore-Sausman, Antion, Jeddah
Demos, Ellen G., Bureau of Personnel, Pre-Assignment Foreign Service Special Training
Depping, Eva R. M., Bureau of Personnel, Pre-Assignment Foreign Service Special Training
Drew, Sarah F., Victoria-Mahe
Eakin, Kay B., Mbabane
Evans, Audrey A., Bangui
Foley, Deborah G., Pretoria
Fuerst, Dean P., Bureau of Personnel, Pre-Assignment Foreign Service Special Training
Givens, Marianne L., London
Goins, Rodney R., Port-au-Prince
Gould, Janice C., Canberra
Greenwalt, Fredrick J., Bureau of Personnel, Pre-Assignment Foreign Service Special Training
Grove, Paul C., Kinshasa
Guilford, Maryalice, Praia
Harrison, Denise L., Lagos
Hayes, James L., Bureau of Personnel, Pre-Assignment Foreign Service Special Training
Heiser, Teresita, Bamako
Henningsen, Rachel W., Harare
Hettel, Thomas J., Bureau of Personnel, Pre-Assignment Foreign Service Special Training
Hilly, Christine E., Ottawa
Holland, Sovilla E., Brussels
Houston, Patricia L., Bureau of Personnel, Pre-Assignment Foreign Service Special Training
Howe, Daniel E., Calgary
Hylton, Serena D., Cairo
Instenes, Christine A., Niamey
Jackson, William H., London
Jacobs, Nancy, Pretoria
Jones, John M., San Jose
Kasanof, Anne I., Moscow
Kaufmann, Frederic D., Kinshasa
Kelly, Francesca, Milan
Kinzer, Barbara M., Paris
Knudsen, Kenneth P., Bureau of Personnel, Pre-Assignment Foreign Service Special Training
Koegel, Julie, Dar-es-Salaam
Kolb, Melvin T., Bureau of Personnel, Pre-Assignment Foreign Service Special Training
Kozak, Gertraude T., Accra
Krajeski, Bonnie R., Warsaw
Laase, Lois L., Brasilia
Lahoda, Nicholas P., Rangoon
Lang, Judith M., Karachi
Lang, Sara D., Bureau of Personnel, Pre-Assignment Foreign Service Special Training
Leonard, Nancy M., Paris
Limprecht, Nancy A., Berlin
Lyda, Linda J., Bureau of Personnel, Pre-Assignment Foreign Service Special Training
Mack, Gwendoline E., Paris
Mammel, Lisa A., Kinshasa
Manso, Patricia A., Tijuana
Maxwell, Angela M., Bangkok
McAleenan, Mary A., Bureau of Personnel, Pre-Assignment Foreign Service Special Training
McCall, S. Cameron, Stockholm
McClammy, Matthew E., Bureau of Personnel, Pre-Assignment Foreign Service Special Training
McCoy, Kristy L., Colombo
McDermott, Donna B., Bureau of Personnel, Pre-Assignment Foreign Service Special Training
Meyer, Kenneth W., Baghdad
Miller, Carol J., Athens
Mills Jr., Ramsey Z., Bureau of Personnel, Pre-Assignment Foreign Service Special Training
Minor, Matthew J., Bureau of Personnel, Pre-Assignment

Foreign Service Special Training

Moran, Julie A., Casablanca

Murray, Griffith C., Bureau of Personnel, Pre-Assignment Foreign Service Special Training

Myers, Jeffrey S., Bureau of Personnel, Pre-Assignment Foreign Service Special Training

Nicholl, Sandra L., Hong Kong

Noe, Michele A., Bureau of Personnel, Pre-Assignment Foreign Service Special Training

Norton, Janet J., Brussels

Nugent, Nelson B., Maputo

Oliver, LaDonna, Bureau of Personnel, Pre-Assignment Foreign Service Special Training

Peckins, Todd B., Kinshasa

Petty, Nancy J., Madrid

Pope, Diana W., Paris

Price, Nancy G., Port-au-Prince

Rahn, John R., Bureau of Personnel, Pre-Assignment Foreign Service Special Training

Ramee, Neal A., Moscow

Rance, Susan L., Bureau of Personnel, Pre-Assignment Foreign Service Special Training

Reed, Sandra D., Bureau of Personnel, Pre-Assignment Foreign Service Special Training

Reiber, Curtis B., Riyadh

Richardson, Margaret M., Paris

Rickard, Deborah K., Bureau of Personnel, Pre-Assignment Foreign Service Special Training

Ring, Wilma J., Singapore

Roberts, Donna J., Bonn

Roberts, Edison B., Kuwait

Rubenstein, Michael C., Guadalajara

Rueda, Maria M., Buenos Aires

Ryan, Patricia J., Paris

Ryan, Paulette F., Kinshasa

Sayko, William A., Bureau of Personnel, Pre-Assignment Foreign Service Special Training

Scott, Brian T., Bujumbura

Shaw, Brigitte R., Bureau of Personnel, Pre-Assignment Foreign Service Special Training

Shelton, Allan W., Abidjan

Shuster, Charles R., Bureau of Personnel, Pre-Assignment Foreign Service Special Training

Smith, Denise E., Paris

Smith, Ellen L., Arms Control and Disarmament Agency

Starr, Karen, Bureau of Personnel, Pre-Assignment Foreign Service Special Training

Stephenson, Paul D., Foreign Service Institute

Sullivan, Brian D., Seoul

Swanson, Daniel, Nouakchott

Swanson, Suzanne, Manila

Swiger, Mamie J., Casablanca

Tavares, Nancy L., Lisbon

Tocker, Heidi, Udorn

Tom, Lucy C. Bureau of Personnel, Pre-Assignment Foreign Service Special Training

Trahan, Elizabeth K., Sanaa

Troy, Patricia E., Bureau of Personnel, Pre-Assignment Foreign Service Special Training

Turner, Gayl F., Bureau of Personnel, Pre-Assignment Foreign Service Special Training

Tyson, Sydnee L., Managua

Underriner, John M., Yaounde

Valis, Maureen, Bureau of Personnel, Pre-Assignment Foreign Service Special Training

Vargo, Georgeanne F., Bureau of Personnel, Pre-Assignment Foreign Service Special Training

Veatch, George W., Caracas

Welker, Melinda S., Hong Kong

Weller, Jill A., Riyadh

Williams, Kathleen A., Islamabad

Williams, Kathleen T., Lusaka

Wilson, Donna T., Kinshasa

Wooderson, Elizabeth A., Brussels □

Transfers (July)

Alexander, Michael D., Diplomatic Security, Washington Field Office to Diplomatic Security, Coordination Center

Ammerman, Dana M., Inter-American Affairs to Commerce Department

Angulo, Charles B., Office of the Program Inspector General to Office of Protocol

Bacha, Jules D., Office of Communications, Special Projects Branch to Office of Communications, Radio Support Branch

Bakke, Alfred C., India to Office Communications

Benton, Jonathan S., Office of the Secretary to European and Canadian Affairs

Bentz, Patrick W., Kenya to Freetown

Bergin, Robert C., Thailand to East Asian and Pacific Affairs

Blackburn Jr., Robert Q., Netherlands to Khartoum

Bolden, Charles H., Bureau of Personnel, Pre-Assignment Foreign Service Special Training to Diplomatic Security, Dallas Field Office

Bowe, Marlan D., Netherlands to European and Canadian Affairs

Bozworth, Jeffrey L., United Kingdom to Colombo

Bradley, Paul F., Chad to African Affairs

Branstner, Terry L., Berlin to Milan

Briggs, Everett E., Inter-American Affairs to Politico-Military Affairs

Brown, Donald L., Ethiopia to Office of Communications

Buffham Jr., Hugh A., Bureau of Personnel, Pre-Assignment Foreign Service Special Training to Bangkok

Cadogan, Darwin D., Diplomatic Security to Manila

Cameron, Patricia A., Mexico to La Paz

Campello, Marie, Czechoslovakia to European and Canadian Affairs

Carper, Kim R., Office of Communications to Baghdad

Carter, Bruce E., Japan to Tokyo

Casper, Paul R., Educador to Office of Communications

Casse, Geraldine M., Bureau of Personnel to Office of Foreign Buildings

Clark, Jane K. Zaire to Dublin

Clark, John E., Spain to Diplomatic Security

Clayton, Alfred D., Ethiopia to Medan

Cope, Winston B., Indonesia to Monrovia

Corbett, Larry, Central Africa to Foreign Service Institute

Costello, Susan C., Egypt to Paris

Coulter Jr., Frank J., Intelligence and Research, Current Intelligence Staff to African Affairs, Office of the Executive Director

Courtney, William H., Office of Under Secretary for Political Affairs to Foreign Service Institute

Coyne, Patricia M., Nigeria to Bureau of Personnel

Cromley, David M., Madagascar to Harare

Cronin Jr., James T., Diplomatic Security to Brussels

Davis, Allen C., African Affairs to Bonn

Davis, Kenneth A., Foreign Service Institute to Rangoon

Dearborn, Douglas B., Taipei to Bureau of Personnel

Decampli, Craig P., Diplomatic Security to Moscow

Deering, Walter B., Diplomatic Security to Madrid

Del Gigante, Norman F., Financial Operations to Bureau of Personnel

Dieffenderfer, John H., Foreign Service Institute to Tel Aviv

Doane Jr., James V., Foreign Service Institute to Inter-American Affairs

Donahue, Linda L., Bureau of Personnel to Beijing

Donnelly, Martin T., Tanzania to Diplomatic Security, Washington Field Office

Doscher, Charles R., Office of Foreign Building, Executive Office to Office of Foreign Buildings, Operations Division
Doty, Boyd R., Berlin to European and Canadian Affairs
Dyer Jr., William B., France to Bamako
Edelman, Scott, Romania to European and Canadian Affairs
Ellson, Donald C., Refugee Programs to International Organization Affairs
Epstein, George H., Philippines to Bureau of Personnel
Evans, Teresa M., United Kingdom to Intelligence and Research
Falvey, Muriel A., Zambia to London
Ferry, Edward J., Philippines to Office of Communications
Fischer II, Ernest J., Pakistan to Intelligence and Research
Fitzgerald, Patrick E., Ecuador to Inter-American Affairs
Folensbee, Lester S., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security
Friday, Shelby G., Germany to Jeddah
Gaines Jr., William R., Cameroon to Bamako
Gardner, D. Jean, Haiti to African Affairs
Garrison, Mary L. K., Hungary to Office of the Program Inspector General
Georgian, Douglas H., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security
Getzinger, Richard W., Austria to Tokyo
Glowen Jr., Edmund P., Oceans and International Environmental and Scientific Affairs to Visa Services
Gottlieb, Hinda E., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security
Hadley, Timothy D., African Affairs to Dakar
Hafkemeyer, George L., Somalia to Office of Communications
Hallett, Jeffrey D., Foreign Service Institute to Economic and Business Affairs
Hamilton, John A., Foreign Service Institute, Language Training to European and Canadian Affairs
Hardtke, Karen L., Bureau of Personnel to European and Canadian Affairs
Harrison, Jennifer A., Panama to Paris
Hassani, Frederic C., Consular Affairs to Bureau of Administration
Haverkamp, Roy T., Grenada to European and Canadian Affairs
Heck, Ernestine S., India to Colombo
Helm, John W., Office of Foreign Buildings to Mogadishu
Henderson, Stephens V., Greece to Office of Communications
Heyn, Margaret W., Uruguay to Inter-American Affairs
Hill, William R. G., European and Canadian Affairs to Athens
Hinson, Sherman N., Inter-American Affairs to Foreign Service Institute, Language Training
Horn, James E., Despatch Agency, New Orleans to Dhaka
James, Anthony, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Rangoon
Jervis, Elizabeth A., Greece to European and Canadian Affairs
Johnson, Gregory L., Foreign Service Institute, University Training to Office of Foreign Service Career Development and Assignments
Johnston, Tess, China to Paris
Jones, Deborah K., Iraq to Executive Secretariat, Operations Center
Kegley, Robert A., Office of Communications, Special Projects and Programming Division to Office of Communications, Foreign Operations Division
Kenney, David T., Australia to Office of Under Secretary for Political Affairs
Klein, Jacques P., Politico-Military Affairs to Office of Foreign Service Career Development and Assignments
Kleinkauf, Therese A., Foreign Service Institute to Inter-American Affairs
Krieg, Norbert J., Italy to Manila
Krosby, Quincy M., Bulgaria to Office of Counselor of the Department
Kyzner, David R., Mali to Kinshasa
Lamont, James W., Foreign Service Institute to Politico-Military Affairs
Lawson, Catherine M., Botswana to Kinshasa
Ledger, Charles T., Egypt to Office of Foreign Buildings, Prague
Leedy, Annelise S., Egypt to Office of Communications
Leggio, Anthony, Kenya to Foreign Service Institute, Language Training
Levin, Gregory J., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security, Los Angeles Field Office
Levine, Henry A., Foreign Service Institute to European and Canadian Affairs
Lippe, Stuart H., Office of Caribbean Affairs to Office of Cuban Affairs
Liston, Peter D., Diplomatic Security, Secretary's Detail to Diplomatic Security, Miami Field Office
Little, Glenn F., African Affairs to Mogadishu
Lloyd, Douglas J., Office of Communications, Temporary Duty Support Division to Office of Communications, Networks Branch
Love, Betty P., France to European and Canadian Affairs
Lowe, Benjamin M., South Africa to Kuala Lumpur
Lubow, Richard E., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security, Miami Field Office
Maimone, Diane, Bureau of Personnel to New Delhi
Mann, Janean L., Liberia to Intelligence and Research
Manville, Sue A., Burkina Faso to African Affairs
Marandino, Gerard E., China to Bangkok
Martin, Bryce J., Afghanistan to Manila
McGovern, Robert N., Panama to St. Johns
McIlvaine, Stevenson, African Affairs to Dar-es-Salaam
McMann, Catherine, Legislative and Intergovernmental Affairs to Foreign Service Institute
McNamara, Brian M. P., Peru to Consular Affairs
Megenity, Patricia S., Kenya to African Affairs
Merante, John A., Venezuela to East Asian and Pacific Affairs
Meyer, Gary R., Inter-American Affairs to Islamabad
Minnick, Ray D., Greece to Office of Communications
Mitchell, Martha S., Haiti to Tokyo
Monk, Jessica G., Saudi Arabia to Near Eastern and South Asian Affairs
Moore, Ralph R., France to Manila
Moretti, Mark E., Diplomatic Security, Coordination Center to Diplomatic Security, Counter-Intelligence Staff
Morris, Robert G., Bonn to Oceans and International Environmental and Scientific Affairs
Mulvey, Mark E., Kenya to Diplomatic Security, Foreign Operations Division
Murphy, John C., Brazil to Diplomatic Security, Special Investigations Branch

Murray, Anne V., France to Medical Services
Myrick, Zula J., Yemen Arab Republic to Vienna
Neitzke, Jean C., Economic and Business Affairs to London
Neitzke, Ronald J., Office of the Counselor of the Department to London
Nevin, Eileen P., Philippines to Office of Communications
Nicholson, Martha A., Inter-American Affairs to Guatemala
Norris Jr., Chester E., Nigeria to African Affairs
O'Brien, Joseph T., Bureau of Personnel to Lagos
Ogilvie, Jeffrey, Soviet Union to Office of Communications
Otto, Olaf N., Intelligence and Research to Economic and Business Affairs
Parker, Andrew C., Jamaica to Oceans and International Environmental and Scientific Affairs
Parsons, Donald K., Consular Affairs to Bureau of Personnel, Board of Examiners
Peterson, Ramona, Soviet Union to Tokyo
Phillips III, William M., Near Eastern and South Asian Affairs to Tunis
Primosch, William E., Bureau of Personnel to Economic and Business Affairs
Rackmales, Robert, Foreign Service Institute to Human Rights and Humanitarian Affairs
Reed, Mary A., Mexico to Belgrade
Rensch, Patricia L., Israel to Office of the Under Secretary for Political Affairs
Ressler, H. Kirkby, Foreign Service Institute to European and Canadian Affairs
Ricciardone Jr., Francis J., Near Eastern and South Asian Affairs to Cairo
Rodley, Carol, Foreign Service Institute to Santo Domingo
Rogus, David F., Office of Caribbean Affairs to Office of Cuban Affairs
Rowley, Peter R., Venezuela to Office of Communications
Ruth II, Thomas A., Saudi Arabia to Kuwait
Ryerson, William E., Foreign Service Institute, Language Training to Belgrade
Salleh, Jamari, Bureau of Personnel to Human Rights and Humanitarian Affairs
Saulmon, Earl D., Nigeria to Kinshasa
Secrete, Joseph S., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security
Sentowski, Valeria P., Canada to Dhahran
Sheakley, Diane E., African Affairs, Office of the Executive Director to Secretariat Staff
Shepherd, Stephen L., Office of Communications to Athens
Sinclair Jr., William R., European and Canadian Affairs to Shanghai
Sippel, David, Syria to Office of Communications
Snell, Fredd D., Near Eastern and South Asian Affairs to Lahore
Sorensen, John E., Inter-American Affairs to Jakarta
Soso, G. Jean, African Affairs to Human Rights and Humanitarian Affairs
Spitzel, Sheila M., Costa Rica to Inter-American Affairs
Stanford, Ann, International Organization Affairs to Bureau of Personnel, Board of Examiners
Stocker, Carol K., Foreign Service Institute to European and Canadian Affairs
Stott Jr., David S., Commerce Department to Paris
Sundquist, M. Alexandra, France to Economic and Business Affairs, Office of International Trade
Swain Jr., Levia F., Austria to New Delhi
Swope, Mary E., Foreign Service Institute to Consular Affairs
Taylor III, Philip B., Foreign Service Institute to Inter-American Affairs
Thomas, Irene M., Syria to Jakarta
Thyden, James E., Human Rights and Humanitarian Affairs to Oslo
Timberman, Thomas F., Office of Foreign Service Career Development and Assignments to Office of Management Operations
Timmins, Lola A., France to Hermosillo
Tolson Jr., Jerome F., Bureau of Administration, Allowances Staff to Foreign Service Institute, Language Training
Toone, Joseph W., France to Office of Communications
Troy, Thaddeus W., India to New Delhi
Wadelton, Joan S., Foreign Service Institute to Economic and Business Affairs
Waldrop III, Neal A., International Organization Affairs to Bureau of International Communications and Information Policy
Walker, Constance S., Korea to Athens
Walker, Edward L., Kinshasa to Office of Communications
Waterman, Daniel F., Foreign Service Institute to Nairobi
Weaver, Donn A., Hungary to European and Canadian Affairs
Weaver, Jerry L., Khartoum to Refugee Programs
Whitney, Jane, Foreign Service Institute, Language Training to Stuttgart
Wilber, Mark H., Bahrain to Office of Communications
Williams, Phyliss D., France to European and Canadian Affairs
Williamson, Molly, Near Eastern and South Asian Affairs to Tel Aviv
Wilson, Richard L., Indonesia to East Asian and Pacific Affairs
Zumwalt, James P., Foreign Service Institute to East Asian and Pacific Affairs □

Resignations (July)

Anderson, Thomas H., Bridgetown
Beardsley, Mary A., Jeddah
Blair, Laura P., Seoul
Blood, Patricia M., Yaounde
Bridges, Peter S., Mogadishu
Campbell, John W., Office of Ambassador-at-Large for Counter-Terrorism
Chase, Joan S., Rabat
Chesser, Wendy M., Oslo
Dean, Michael A., Riyadh
Disney, Fiona H., Casablanca
Doyne, Linda B., Oslo
Finch, James S., Guayaquil
Flynn, Bonnie L., Monrovia
Gagnon, Linda M., Managua
Garcia, Viviane A., Bogota
Guerra, Eduardo, Diplomatic Security
Guignard, Michael J., Bureau of Public Affairs
Hahn, Jo R., Guayaquil
Hamdy, Mona H., Bamako
Jennings, Robbie G., Beijing
Junker, Betty A., Managua
Keating, Robert B., Antananarivo
Keilson, Jerrold, Nouakchott
Kingery, Arlette P., Abidjan
Kouttab, Elizabeth A., Pretoria
Langston, Ellen C., London
Lincoln, Beverly E., London
Luna, Anne E., Madrid
Lynch, James M., Intelligence and Research
Martinez, Judith N., Toronto
Marut, Christopher J., Beijing
Miller Jr., David C., Harare
Mills, Susann N., Harare
Musser, Rin M., Jeddah
Nelson, Judith C., Mogadishu
Nevin, Eileen P., Office of Communications
O'Donnell, Feng C., Beijing
O'Neill, Josephine G., Addis Ababa
Orley, Wendy M., London
Pham, Kimbang T., Bureau of Personnel, Office of Management
Pihl, Kathleen A., Ottawa
Price, Gary V., Intelligence and Research
Reichner, Michael N., Seoul
Rowley, Peter R., Office of Communications
Scott, Janet M., Yaounde

Simpson, Mary J., Abidjan
Smith, Susan P., Addis Ababa
Swift, Margaret L., Tijuana
Thomann, Maria I., Milan
Tiffany, Joy A., Bangkok
Toney, Tuula, Helsinki
Uphaus, Kathryn W., Colombo
Voss, Wendy K., Bonn
Wallace, Wayne K., Office of Communications
Walls, Christel M., Ankara
Walser, Pearlenna R., Wellington
Williams, Carol A., Beijing
Zoller, Preston F., Near Eastern and South Asian Affairs □

Retirements (July)

Beecham, Susanne E., European and Canadian Affairs
Berry, Frank L., Abu Dhabi
Burget, Isela B., Monterrey
Christian Jr., Charles L., Bonn
Clee Jr., George D., Guadalajara
Collias, John G., Diplomatic Security
Cook, Kathryn M., Rome
Davila, Michael A., Tegucigalpa
Drechnowicz, Edward F., Warsaw
Eaves Jr., John, Classification/Declassification Center
Furness Jr., George A., Oceans and International Environmental and Scientific Affairs
Gildea, Jean, Bureau of Personnel
Heichler, Lucian, Intelligence and Research
Higgins, Ruth E., European and Canadian Affairs
Hofmeister, Ruth G., Asuncion
Kayoda, Henry S., Moscow
Linehan Jr., John A., East Asian and Pacific Affairs
Lombardi, Raymond B., Bureau of Personnel
Luther, Lela B., Halifax
Lyon, Janice J., Bureau of Personnel
Melone Jr., Harry R., Bureau of Personnel, Board of Examiners
Obligacion, Amy J., Foreign Service Grievance Board
Perdew, John F., Office of the Program Inspector General
Povenmire, Dale M., Rome
Sloan, Imogene, Paris
Smith, Jr., Harlie L., Mexico
Tipton, John B., Politico-Military Affairs
Turrentine, Archelaus R., Arms Control and Disarmament Agency
Wilmeth, Doris E., Georgetown □

Foreign Service nominations

The Senate has received the following nominations:

Appointment as FSO-3, consular officers and secretaries:
Robert D. Burkette
Joseph Hilliard Jr.
Quincy M. Krosby
Mary Bland Marshall
Janice Zeszutek Ogden
Leslie V. Rowe

Appointment as FSO-4, consular officers and secretaries:
Richard Alan Albright
Rudolph Frederick Boone
Thurmond H. Borden
Marc Daly Carlisle
William Robert Carlson
Lisa A. Carty
Michael J. Delaney
John Frederick DeVleming
Bruce E. Donahue
David Ross Dreher
Henry S. Ensher
Kaara Nicole Ettesvold
Jerome Thomas Farrell
Mark Foulon
Gordon Gray III
Blair Parks Hall Jr.
Eigil Valdemar Hansen
Karl William Hofmann
Pete Kazuhiko Ito
Gerard J. Jackson
Craig Mallory Karp
David J. Keegan
Leonard A. Kusnitz
Beverly A. LaVigne
Sally L. Lindover
Cheryl Ann Martin
Karen E. Martin
Michael Anthony Matera
James Edward Maxstadt
James Aidan McVerry
Lloyd Woodson Moss
Stephen D. Mull
Bruce Richard Nelson
Gregory Eugenio Phillips
Kenneth John Pitterle
Eileen Jane Quinn
Charles Aaron Ray
Christopher R. Riche
James Milnor Roberts III
Jack D. Robinson
Theorphilus James Rose
Daniel A. Russell
Claudia H. Serwer
Frederick A. Smith
Eugene P. Sweeney
Linda Thomas-Greenfield
Paul G. Wickberg
Robert Cantrell Wood
Allen William Yale
Thomas Michael Young
Jack M. Zetkulic

Members of the Foreign Service of State and Commerce, AID and USIA to be consular officers and/or secretaries:
Consular officers and secretaries
Carlton Louis Ames
Dale R. Avery
Joanne Martin Baldonado
Lora Jane Berg
Joan Callahan Bigge
Nicholas Stephen Bouras
Nikki Brajevich
Sue Lenore Bremner
Kelly W. Brimhall
Krystin Lynn Buckey
Vincent Paul Carver
Ralph Dominick Chiocco
Katherine Christensen
Colin Michael Cleary
Dawn M. Cooper-Bahar
Robert Lawrence Daly
Robert Lawrence Dance
David Bryan Edwards
Crayon Cornelius Efird
Barbara Jean Euser
David R. Gilmour
Zachary Robb Greenhill
Jay P. Gurian
Patrick M. Hailey
Sylvia Lorrain Hammond
Patricia Ann Havasy
Danny R. Hildreth
Jeffrey Martin Hill
Jeffrey A. Hoover
Edward Bruce Howard III
Paul Jerome Howard
Jean Anne Winkler Hudder
Anthony Alonzo Hutchison
Michael J. Jacobsen
David Wade Jenkins
Kathy A. Johnson
William E. Jones
Sandra L. Kaiser
Edward Arthur Kemp
Morgan Adele Kennedy
Marie L. Kish
William Speer Kuhn III
Thomas M. Leary
Theresa Leech
Douglas H. London
John B. Long
John M. Louton
Joseph Estey MacManus
Megan M. McCall
M. Lee McClenny
Elizabeth Barkalow McGaffey
Raymond Gerard McGrath
Jeffrey A. Miotke
Calvin Arthur Mitchell III
Michael K. Morrow
Rachel Norniella
Lee Young-Eun O'Donnell
Paul Christopher O'Friel
Francisco Luis Palmieri
Alison Pentz
Marcie Ellen Porter
Linda Louise Powers
Roberto Powers
Enrique A. Pardo
Jean Ellen Preston
Evelynn Ululani Putnam
Patricia Raikes
Edward James Ramotowski
Susan A. Sutton Robinson
Daniel F. Romano
Karen E. Runge
Norma D. Scott
David R. Siefkin
Robert A. Sorenson
Michael M. Steere
Virginia Anne Canil Tadie
Thomas Edward Torrance
Mary Townswick
Katherine Rose Von Eckartsberg
Geraldine George Vought
Nancy R. Wade
Roy S. Weatherston
Michael Q. Whitley
Charles C. Wilson
Consular officers:
John J. Bodson
Renato L. Davia
Richard Vincent Groccia
Larry A. Moody
Frank W. Skinner Jr.
Secretaries:
Johnny E. Brown
Robert J. Bucalo
David K. Diebold
Paul W. Leinenbach
John Andrew Martens

Harvey Michael Mears
Earl J. Young □

Commissioning, tenure board

The Commissioning and Tenure Board has completed its review of the files of the Foreign Service officer career candidates who were eligible for consideration at its June session. Following is the list of candidates recommended for tenure (language probationers are not included).

Allison, Lynn A.
Benjaminson, Eric D.
Blackwell, Desiree C.
Brock, Samuel V.
Chicola, Phillip T.
De Pirro, Velia M.
Downes, Robert R.
Evans, Trevor J.
Foley, James B.
Gandle, David L.
Gonzalez, Richard F.
Goodspeed, Daniel E.
Johnson, Lionel C.
Kauth, Christopher
Keeton, Margaret E.
Kunstadter Jr., John W.
Martinez, Sylvie L.
McAnulty, James P.
McCarthy, Deborah A.
McKinley, Peter M.
McMullen, Ronald K.
Picard, James C.
Robertson, Mark A.
Rorvig, Richard A.
Rowe', Paul E.
Smith III, Hampton D.
Stanley, Julia R.
Valderrama, Diana
Watts Jr., Robert M.
Wong, Yvette M.
Yamate, Robert T.
Yohner, Margaret A. □

Selection board members

FIRST SESSION, July 8

Board SFS–II

To review generalists and specialists in class of minister-counselor:

Chairman

Ambassador Terence A. Todman, Denmark.

State members

Ambassador Deane R. Hinton, Pakistan.

Charles W. Bray III, Office of Management Operations.

Other agency member

William Escoube, Treasury.

Public member

Elaine Kahn, retired attorney, Chevy Chase, Md.

Board SFS–III

To review generalists in class of counselor:

Chairman

Monteagle Stearns, Office of Management Operations.

State members

Theresa A. Healy, Defense.

Ambassador Robert T. Hennemeyer, The Gambia.

Robert G. Rich Jr., East Asian and Pacific Affairs.

Other agency member

John H. Milligan Jr., Central Intelligence Agency.

Public member

Anna V. Jefferson, former state senator, New York

Board SFS-IV

To review senior specialists in classes of counselor and FS–1:

Chairman

Everett E. Briggs, Inter-American Affairs.

State members

David C. Fields, Diplomatic Security Service.

John C. Fry, Stockholm.

Dr. Charles E. Brodine, Office of Medical Services.

Melville E. Blake Jr., European and Canadian Affairs.

Public member

Marguerite Chang, retired chemical researcher, Ft. Washington, Md.

Board SFS-V-Senior threshold

To review generalists in class FS–1:

Chairman

Ambassador Robert E. Fritts, Ghana.

State members

John H. Rouse, Ottawa.

Harold W. Geisel, Foreign Service Institute.

Patricia A. Langford, Bangkok.

Other agency member

Donald E. Lemmon, Labor.

Public member

Toye Lee Byrd, private consultant, Washington.

Board G–II, Panel A

To review political/administrative generalists in class FS–2:

Chairman

Earl W. Bellinger, Brussels.

State members

Regina Marie Eltz, Politico-Military Affairs.

Marshall P. Adair, Economic and Business Affairs.

James E. Blanford, New Delhi.

Other agency member

Steve Charnovitz, Commerce.

Public member

Victor Stephens, housing project manager, St. Louis.

Board G–II, Panel B

To review economic/consular generalists in class FS–2:

Chairman

Richard H. Milton, Guayaquil.

State members

Anne Pinkney, Stockholm.

Christopher J. Szymanski, East Asian and Pacific Affairs.

Gregory L. Johnson, Foreign Service Institute.

Other agency member

Fred Coffey, USIA.

Public member

Electra Beahler, attorney, Washington.

Board G–III, Panel A

To review political/administrative generalists in class FS–3:

Chairman

Perry W. Linder, Athens.

State members

G. Jonathan Greenwald, Intelligence and Research.

Peter R. Keller, European and Canadian Affairs.

Kathleen Mullen, Foreign Service Institute.

Other agency member

Walter J. Sherwin, AID.

Public member

Charles Harris, department of political science, Howard University.

Board G–III, Panel B

To review economic/consular generalists in class FS–3:

Chairman

Louis Goelz, Naples.

State members

Thomas E. Macklin, Office of Medical Services.

George F. Ward Jr., European and Canadian Affairs.

Lynne Lambert, European and Canadian Affairs.

Public member

Charlotte Collins, attorney, Memphis.

Board G-IV

To review tenured generalists in class FS-4:

Chairman

Ambassador George E. Moose, Benin.

State members

James A. Larocco, Near Eastern and South Asian Affairs.

Sylvia Bazala, Consular Affairs.

Mary C. Pendleton, European and Canadian Affairs.

Other agency member

Donald Cofman, USIA.

Public member

Larry Johnson, School of Business Administration, Howard University.

SECOND SESSION, August 19

Board S-I

To review specialists in classes FS 2 to 4, and employees in the administrative subfunctions in classes FP 2 to 3 and in class FP-4 not subject to tenure review:

Chairman

Francis A. Forgione, Geneva.

State members

Herman H. Franke, Office of Operations.

Marie Eckes, Foreign Service Institute.

John J. Leech, Foreign Buildings Office.

Barbara Jo Harrick, Brasilia.

Public member

Vivian V. Barron, guidance counselor/registered nurse, Silver Spring, Md.

Board S-II

To review security officers and security engineering officers in classes FS 2 to 4:

Chairman
Charles R. Baquet, Information Systems Office.
State members
James F. Bermingham, Diplomatic Security.
Thomas Bruguier, Moscow.
Thomas J. Wajda, U.S. mission to the Organization for Economic Cooperation and Development, Paris.
Public member
Ann Gourdine Brown, attorney, Portsmouth, Va.

Board S-III
To review communications officers, communications electronics officers and diplomatic couriers in classes FS 2 to 4:
Chairman
Joseph S. Hulings III, Office of Foreign Missions.
State members
Charles N. Chesteen, Office of Communications.
Robert F. Scheller, Mexico.
Wayne W. Algire, Diplomatic Security.
Public member
Dr. **Esperanza Medina Harmon,** HOPE Associates, Arlington, Va.

Board S-IV
To review communications officers and diplomatic couriers in classes FS 5 to 7:
Chairman
Ambassador Irvin Hicks, Seychelles
State members
Garry D. Bobbitt, Office of Communications.
Charles Allegrone, Near Eastern and South Asian Affairs.
Richard E. Thompson, Office of Communications.
Public member
Darlene J. Dolan, National Alliance for Women in Communications Industries, Washington.

Board S-V
To review secretaries in classes FS 3 to 6:
Chairman
David H. Swartz, Warsaw.
State members
Richard A. Christenson, European and Canadian Affairs.
Virginia M. Wallace, Seoul.
Brenda F. Lee, Tunis.
Public member
Jessie Alexander, educator/counselor, Cuyahoga Community College, Warrensville, O.

Board S-VI
To review secretaries in classes FS 7 to 8:
Chairman
Richard C. Devine, Seoul.
State members
Gina E. Barile, Refugee Programs.
Jolene Natoli, European and Canadian Affairs.
Alan B.C. Latimer, Visa Services.
Public member
Jamie Golden, account executive, American Telephone & Telegraph, Washington.

Board G-II (Multifunctional)
To review generalists in all four cones in class FS-2:
Chairman
Harry L. Coburn, Passport Services.
State members
Terrence M. Day, Office of the Under Secretary for Management, Executive Office.
Sharon P. Wilkinson, Tijuana.
Robert A. Peck, Near Eastern and South Asian Affairs.
Other agency member
Lyle E. Moe, Agriculture.
Public member
William Green, regional commissioner, director for educational programs, Riverdale, N.Y.

Board G-III (Multifunctional)
To review generalists in all four cones in class FS-3:
Chairman
Richard B. Moon, Panama.
State members
John H. Adams, Consular Affairs.
Robert E. Gribbin III, African Affairs.
Ada M. Casperino, Inter-American Affairs.
Other agency member
David Brantley, Commerce.
Public member
John MacKenzie, associate professor, University of the District of Columbia, Washington.

SESSION, September 9
Board SFS-I
To review generalists and specialists in class of career minister:
Chairman
Ambassador Arthur A. Hartman, USSR.
State members
Richard W. Murphy, Near Eastern and South Asian Affairs.
Arthur W. Hummel Jr., career ambassador (ret.)
Other agency member
Joann Lewisohn, USIA
Public member
Paula L. Jewell, attorney, Washington. □

Thinking of retirement? State can help with counseling, job search

BY S. DONALD YOUSO
Bureau of Personnel

EMPLOYEES face numerous anxieties as retirement draws near. It's normal and natural to be disturbed about leaving a satisfying career for the unknown—life outside the Department. The feeling that something very important is being lost may in fact begin two or three years before the final day of work. Some employees feel confused about what they're going to do on the outside. They've enjoyed the upward climb, the competition and the rewards of service. To some, starting a new career means losing much of what's been earned in the way of status, respect and self-satisfaction. So confidence can be shaken just when more confidence is needed.

Mr. Youso

Here at the Department's Career and Retirement Counseling Service, we often have to remind our clients that these anxieties are normal. We also remind them that they've tackled many problems in their careers, and this is just one more challenging task. The big difference is that this problem is totally new. But with our comprehensive program covering retirement planning, alternate career counseling and outplacement assistance, we're on hand to help.

What sort of help? Well, some come to us expecting to be handed a job. They may imagine we have something like an open assignments list to bid on. We don't. No one can place someone elese in a job. Only the individual can get a job by demonstrating the experience, skill, talent and enthusiasm that a potential employer wants. We assist in conducting job search campaigns and, as a bonus, we may even be able to pass on specific job leads. But the ultimate reponsibility is the employee's.

Networking

We point out that networking or informational interviewing from a carefully developed contact list is an effective way to find a second career. Statistics show that about 70% of job openings are obtained through networking. If one is prepared with inteligent questions, networking is also an excellent method of researching the job market and obtaining invaluable information about employment possibilities. The most effective networking results when the second career search is clearly and specifically focused. If it's not, the jobseeker is spin-

ning wheels.

Personal contacts can provide important leverage in opening doors for informational interviewing. Foreign Service employees often feel at a disadvantage because of a lack of contacts. But often they're overlooking a number of possibilities. Employees are known quantities to the friends who make up a personal network. These friends may include people in responsible positions—retired employees who are successful in other occupations, classmates, real estate brokers, insurance agents, attorneys, ministers, civic/social club members, bankers and neighbors.

We advise clients to let their friends know that advice and recommendations in getting a second career started would be appreciated. Present each contact with a reminder of qualifications, experience and accomplishments. Get their help in providing leads to other contacts, or recommendations to someone for a known position. Successful self-projection doesn't mean asking each contact for a job; this tends to turn people off. The purpose is to make a concerted effort to get friends to open doors to their acquaintances, who can provide advice, recommendations and referrals to others.

Do your homework

Homework is the key to successful interviews. Many trying to establish a network are vague about the purpose of their visit. So they get a vague response. But the carefully prepared job-hunter seeks to steer a conversation and make a positive impression, by asking questions that illustrate interest and enthusiasm, while letting the other person do most of the talking. Other networkers try to rely on referrals who are not well known by the contact. This can have an adverse effect on a busy executive.

Managers besieged by lots of networkers may not be as receptive as the ones who are less frequently contacted. Courtesy and the belief that the jobseeker will benefit from their experiences often motivate managers who are not frequently contacted to open up. However, if individuals can impress an overused, heavily networked manager by demonstrating special knowledge about the organization, and can present an attractive and competitive backgroumd, they usually will be seen.

The majority of our clients are interested in either part-time of consulting work. After initial help and guidance from us, they usually make the grade on their own. Others coming to us aren't sure what they want, or how hard they want to work to get it. Even though Foreign Service employees operate in a competitive environment, they're used to having the organization meet many of their needs. When some people hear about our job talent bank, they assume that we'll take care of them and place them—as State did. These clients have trouble realizing they're now in charge of their own placement.

Many say they want full-time employment but place themselves out of the job market by putting severe restrictions on the type of job, salary level and location. Good jobs can go begging because our people don't want to leave the area or have unrealistic expectations. Many fail to understand that it may take up to four to five months of intensive effort to get into that second career. Some quickly become discouraged when they find the job-search process difficult. Others, after looking over the market and considering whether they want to meet the demands of a new full-time career, decide they have other retirement priorities.

Resume response

The job market is highly competitive. One hundred resumes with cover letters sent out may produce only a 2% or 3% positive response. Despite the many pitfalls, however, our experience is that those who learn that placement is up to them and who make the necessary commitment of time and effort are usually successful.

The best advice we can give is to plan ahead. Advance planning and success and happiness in retirement are connected. Start to clarify your thoughts about a second career—what you want, what you have to offer, what you're interested in doing, what you need to know—one, two or even three years ahead. Only a few people come to us with a clear idea about the future. But they start the job-search process with a major advantage over their colleagues.

Many interesting and exciting full-time and part-time opportunities can be found outside the Department. Our employees are bright, talented, capable, well-educated and high achievers. They have the background and skills that many employers would welcome. However, most employers have to be sold. They don't understand the Department and aren't aware of our wealth of talent. Department job seekers have to educate prospective employers and identify precisely how they can contribute to the organization.

The seminars

Last year, 454 employees and their spouses attended our weeklong, half-day retirement planning seminars. This year, so far, 234 have attended. We may have to find a bigger auditorium for the courses. They'll be held next year in March, June, August, October, and December.

The seminars are just one of our services. Employees can also schedule informal meetings with our advisers or participate in intensive individual or group sessions in either the part-time or full-time job-search programs.

The seminars consist of five morning sessions over a one-week period. Most presentations are made by outside experts. They're open to all employees who are within five years of qualifying for retirement. Spouses are welcome, and encouraged to attend. Employees at overseas posts who are in the United States on home leave/round trip or home leave/transfer orders or annual leave may be authorized five additional days in duty status by the post supervisor to attend the seminars, provided no additional per diem or travel costs are incurred.

Counseling services

Our counseling services range from initial information discussions with those interested in exploring their options to intensive individual and group sessions. Those wishing to begin early planning or explore alternate career prospects should visit our offices at 3005 Massachusetts Avenue N.W. Call 673-5526 to arrange an appointment. If overseas, write or cable PER/ER/CCS, SA–20, Department of State, Washington DC, 20008, for appointments while in Washington on home leave or consultation. Our office facilities include Wang terminals, individual work stations, and a small library containing research and lending material on retirement planning and the job-search process.

Our part-time 80-hour program is open to employees currently within one year of retirement eligibility not yet sure about making a commitment to retire. The full-time 90-day program is open to Foreign Service personnel forced to leave the Department, except for cause, and to retirement-eligible employees who submit both a retirement application and a retirement agreement. This program is designed for those who are serious about a full-time second career after leaving the Department.

In both the part-time and

full-time job search programs, we provide a structured framework including monthly four half-day job search workshops, semiweekly group workshop sessions and a requirement to submit monthly written progress reports. Both programs provide up to 40 hours of training and intensive counseling on topics, ranging from personal assessment to job-search techniques, networking, broadcast letters, negotiating a salary, and personal appearance. The additional time in each program is devoted to the job search campaign. The Foreign Affairs Manual (3 FAM 691) gives details on application procedures.

Those within one year of optional retirement who are serious about alternate career possibilities may develop a resume for our files and register to be considered for job leads. Enrollment in intensive counseling isn't a requirement for registration.

We will conduct job search campaigns to supplement individual efforts. To stimulate job leads and open doors for employees pursuing their own leads, we distribute our marketing brochure, "A Unique Source of Executive and Professional Talent." We plan to expand our efforts to develop additional job leads and contacts. Through our efforts, approximately 30 retired FSOs have landed attractive full-time jobs ranging in salary from $35,000 to $95,000. A number of others have located part-time and consulting positions.

Jobs won't come easily, but if you're willing to devote the necessary time and effort toward finding that second career, there are a number of challenging and rewarding opportunities on the outside. We stand ready and willing to assist in making the transition. ■

State Department's current publications

Following is a list of current publications released by the Bureau of Public Affairs, of interest to those who wish to follow certain issues closely, or who write and/or give speeches on foreign policy.

The publications are available in the Department of State library in Washington and in the post libraries overseas. Free, single copies may be obtained from the Public Information Service, Bureau of Public Affairs, Department of State, Washington, D.C. 20520. Telephone: (202) 647-6575-6.

President Reagan

"Why Democracy Matters in Central America," address to the nation, the White House, June 24 (Current Policy No. 850).

"Ending Apartheid in South Africa," World Affairs Council and Foreign Policy Association, the White House, July 22 (Current Policy No. 853).

Secretary Shultz

"The U.S. Approach to South Africa," Senate Foreign Relations Committee, July 23 (Current Policy No. 854).

East Asia and Pacific affairs

"U.S.-Japan Relations: A Global Partnership for the Future," Michael H. Armacost, under secretary for political affairs, Japan Society of Northern California, San Francisco, July 21 (Current Policy No. 856).

General foreign policy

"Foreign Policy and the Budget Challenge," John C. Whitehead, deputy secretary of state, Council on Foreign Relations, Washington, June 23 (Current Policy No. 849).

Inter-American affairs

"The U.S. and Central America: Implementing the National Bipartisan Commission Report," July (Special Report No. 148).

International economics

"Trade Policy: Where Will America Lead?" Douglas W. McMinn, assistant secretary for economic and business affairs, Baltimore Council on Foreign Affairs, July 2 (Current Policy No. 852).

Miscellaneous

"A Safe Trip Abroad," July (Public Information Series).

Refugees

"U.S. Refugee Policies and Programs at Midyear," James N. Purcell Jr., director, Bureau for Refugee Programs, Senate Judiciary Committee, June 20 (Current Policy No. 851).

"Refugee Resettlement in the Heartland of America," Robert Funseth, senior deputy assistant secretary for refugee programs, multistate refugee conference, St. Louis, June 4 (Current Policy No. 847).

GIST

Arms control: Chemical and biological weapons (7/86).
UN special session on African economic situation (7/86).
U.S.-Egyptian relations (7/86).
U.S. export controls and China (7/86).

Background Notes

Burma (5/86).
Laos (5/86).
Morocco (7/86).
Syria (6/86). □

New 'Foreign Relations' volume is issued

The Department has released "Foreign Relations of the United States, 1955–1957, Volume II, China." This volume documents U.S. policy in the Taiwan Strait crisis of 1955 and comprises 688 pages of previously classified foreign affairs records. It was prepared in the Office of the Historian, Bureau of Public Affairs. It is based on the files of the White House, the Department of State and other Government agencies.

Copies (Department of State Publication No. 9450) (GPO Stock No. 044-000-02118-8) may be purchased for $23 (domestic postpaid) from Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Checks or money orders should be made out to the superintendent. The Office of the Historian has prepared a brief summary of the volume. For information, contact John P. Glennon (202) 663-1144 or David W. Mabon (202) 663-1129. ■

ATHENS, Greece—On her retirement, Foreign Service national employee *Irene-Ekaterini Angelidaki-Kailergi* receives Superior Honor Award from Ambassador *Robert V. Keeley*.

Honors and Awards

NICOSIA, Cyprus—Ambassador *Richard W. Boehm*, fourth from left, presents awards to, from left: *Pantelis Ioannou, Arestis Ioannou, Andreas Zivanas, George Yiallourides, Nicos Kolotas, Andreas Kyriacou, John Polyviou.*

RIO DE JANEIRO—Consul general *Alfonso Arenales*, center, presents awards to Foreign Service national employees. From left: *Francisco Salles Alves, Odette F.B. Dautel, Suelly do C. Bellas, Paulo Camacho, Ruy de Barros F. da Silva, Maria de Lourdes Pererira, Ana-Maria C. de Miranda, Geraldo dos S. Ferriera, G. Monica Wassberg, Ruy de Almeida Lima, Edson Silva, Klaudia S. Alvarez, Anne Louise Papadelis.* ■

Bureau Notes

The Seventh Floor

Secretary's Office

On August 6 SECRETARY SHULTZ lead the U.S. delegation to the inauguration of the Colombian President-elect in Bogota. From Bogota the Secretary traveled to San Francisco, for U.S.-Australian bilateral consultations. Advancing the trips and accompanying the Secretary were M. CHARLES HILL, executive assistant to the Secretary; B. LYNN PASCOE, deputy executive secretary; ALLEN WALLIS, under secretary for economic affairs; BERNARD KALB, assistant secretary for Public Affairs; KEITH EDDINS and DEBORAH GRAZE, special assistants to the Secretary; JOYCE NESMITH, personal assistant to the Secretary; Secretariat staff officers KATHY FITZPATRICK, TIMOTHY COLLINS, ED SMITH and MARCIA WONG; and secretarial assistants DONNA DEJBAN, DIANE SHEAKLEY, MILDRED ENGRAM and DOROTHY SIMMONS.

Mr. Shultz traveled to New York, June 10, to speak at the New York Economic Club. Accompanying him were Mr. Wallis; Mr. Kalb; PATRICK KENNEDY, executive director, Executive Secretariat; Mr. Eddins and personal assistant to the Secretary JACKIE MACUK.

On June 14 Mr. Shultz traveled to Evanston, Ill., to receive an honorary doctor-of-laws degree and to deliver remarks at the commencement ceremonies at Northwestern University. Accompanying him were Mr. Hill, Mr. Kalb, Mr. Kennedy; special assistant to the Secretary DEBORAH GRAZE and Ms. Macuk.

From June 20–30 the Secretary traveled to Hong Kong, Singapore, Bandar Seri Begawan and Palau, for bilateral meetings. He continued on to Manila for the conference of the Association of Southeast Asian Nations. Staff members accompanying and advancing the Secretary's trip were Mr. Hill; Mr. Wallis; the counselor for the Department, EDWARD DERWINSKI; Mr. Kalb; Mr. Kennedy; special assistants KAREN GALATZ, GERRY ANDERSON, Ms. Graze; personal assistants BETTY GASTON, Ms. Nesmith and KATE MILNE; JAMES COLLINS, director, Operations Center, Executive Secretariat; Secretariat Staff officers Smith, Collins, Fitzpatrick and BOB CLARKE; secretarial assistants DEBORAH GODFREY, DIANE SHEAKLEY, SHARON OHTA and MARTY SZRAMEK.

The Secretary traveled to New York, July 3–4, to attend the rededication ceremony of the Statue of Liberty. Accompanying him were the assistant secretary for European affairs, ROZANNE RIDGWAY; Mr. Kennedy; Mr. Eddins; Mr. Collins; Ms. Macuk and Ms. Engram.

The Executive Secretariat welcomed as new employees RICHARD MUELLER as Director of the Secretariat Staff, replacing MICHELE BOVA, who will depart for Santo Domingo as economic counselor; GWEN CLARE, the new deputy director, replacing ELLEN SHIPPY, whose onward assignment is Dhaka; GLYN

EXECUTIVE SECRETARIAT—On his retirement after 44 years of Government service, *Randolf Smith* receives Meritorious Honor Award from *Secretary Shultz*.

SEVENTH FLOOR—Deputy Secretary *John C. Whitehead* presents meritorious and high-quality step increase certificates to members of his staff, from left: *Cynthia Larre, Cristy Valentine, Eva Henderson, Rita Johnson, Marjorie Soltis*.

VIES and MARTI SZRAMEK, who departed Secretariat Staff for new assignments in the ecutive Secretariat ... MARGARET OBEY, STEPHEN KELLY, GARY ROB-NS and ROBERT DOWNEY, went to the Op-tions Center; JOY OLSON, reported to the retariat Staff from the embassy in the Philip-nes, to replace BONNIE BENDER as secre-y; MARK TAYLOR, assumed duties as a rk-typist in the Operations Center ... MI-IAEL SIFTER departed the Operations Center relocate to California. □

ffice of the Deputy Secretary

Deputy Secretary JOHN C. WHITEHEAD dressed the annual Washington conference of e American Stock Exchange, June 9, on "U.S. reign Policy Today." ... On June 23 he made marks to the monthly dinner meeting of ouncil on Foreign Relations, in Washington on Foreign Policy and the Budget Challenge." ... n June 25 he addressed a luncheon meeting of e Mid-America Committee, in Chicago ... om there, he traveled to Norfolk, Va., June 25, attend briefings aboard the USS Nimitz, an air-aft carrier ... He was accompanied by JAMES MBIE, adviser to the deputy secretary for stra-gic policy; DAVID WEISS, special assistant; nd Colonel RALPH HALLENBECK, Bureau of olitico-Military Affairs.

JUDSON L. BRUNS has assumed duties as pecial assistant to the deputy secretary, replacing VILLIAM BURNS, who has been detailed to the lational Security Council ... Mr. Whitehead resented meritorious and high-quality step in-rease awards to staff members CYNTHIA ARRE, CRISTY VALENTINE, EVA HEN-DERSON, RITA JOHNSON and MARJORIE OLTIS. □

Office of the Under Secretary or Political Affairs

Under Secretary MICHAEL ARMACOST, ccompanied by executive assistant CHRIS-TOPHER ROSS, traveled to Yugoslavia, Italy nd the Netherlands, May 31–June 8 ... He ad-dressed the annual meeting of the U.S.-Yugoslav Economic Council, in Cavtat, and consulted with the Federal Executive Council president and other Yugoslav officials, there and in Belgrade ... In Rome Mr. Armacost met with the prime minister and other Italian officials, to discuss the situation in the Mediterranean ... In The Hague, the under secretary held wide-ranging discussions with his counterpart, in the context of the Dutch presi-dency of the Economic Council ... Also accom-panying Mr. Armacost to Yugoslavia was special assistant STEVEN COFFEY, who proceeded on to consult with U.S. and host government offi-cials in Budapest and Warsaw, and special assist-ant DEAN CURRAN, who proceeded from Rome to Madrid and Lisbon for consultations ... On June 19 Mr. Armacost participated in a USIA "Worldnet" telecast with Asian correspondents, as part of the preparations for the Secretary's trip to East Asia ... On June 26 he delivered the closing remarks at the conference for educators, and hosted a reception for the participants, on the eighth floor ... He spoke to the Society for His-torians of American Foreign Relations, June 27.

From June 20 to July 2, GERALD HELMAN, special adviser to the under secretary, participated in a seminar on U.S.-European rela-tions sponsored by the European Peoples Party, the Christian Democratic faction of the European Parliament, in Brussels. His presentation stressed the importance of established democracies work-ing together to strengthen democratic institutions in other parts of the world ... Special assistant WILLIAM BROWNFIELD delivered an address and led a seminar on U.S. foreign policy in Cen-tral America, June 11, at the University of Wisconsin's world affairs seminar ... MARILYN J. WOBORIL, a senior secretary in Mr. Armacost's office, retired July 3 ... PATRICIA RENSCH joined the under secre-tary's staff ... ROSELLA R. BERGER, secre-tary, departed the office for her new assignment as secretary to the ambassador at Cairo. She has been replaced by MARGARET S. TOM, who re-ported in from Embassy Jakarta. □

Office of the Counselor

The counselor for the Department, EDWARD J. DERWINSKI, traveled to Canberra and Sydney, for consultations at the embassy and consulate general, July 4–10 ... At Rarotonga, Cook Islands, he participated in the ninth round of the South Pacific regional fisheries negotia-tions, July 11–18, with representatives of 16 Pa-cific island governments ... Following the ses-sion, he met with officials at Wellington and Suva, to discuss results of the meetings and other Pacific basin issues, July 20–26 ... Executive as-sistant DANIEL CLARE, accompanied the coun-selor to Cook Islands, New Zealand, and Fiji ... Mr. Derwinski traveled to Geneva, May 22–23, for consultations with officials at the UN High Commission for Refugees; to Vienna, May 23–26, for consultations at the embassy and mis-sions; and to Bucharest, May 26–29 where he met with religious leaders, Romanian officials and the president. He was accompanied by spe-cial assistant JAMES CLUNAN ... Mr. Derwinski accompanied Secretary Shultz to Hong Kong, Singapore, Bandar Seri Begawan, Manila and Palau, June 20–28 ... DAVID ALLEN, coordinator for Pacific basin affairs, joined the counselor in Manila and continued to New Zealand, to participate in a task force meeting of the Pacific economic cooperation conference, at-tended by representatives of 16 Pacific basin na-tions ... SUSAN CLARK, special assistant, par-ticipated in a seminar in Colorado Springs, June 26, sponsored by the U.S. Olympic Committee and national governing bodies on safety precau-tions for U.S. athletes traveling abroad.

People: The Counselor's Office welcomed Mr. Clare, who replaced JOHN KIMBALL, who departed to begin participation in the Depart-ment's retirement seminar ... Also joining the counselor's staff was QUINCY KROSBY as spe-cial assistant, replacing RONALD NEITZKE, who transferred to London. □

Office of the Under Secretary for Economic Affairs

Under Secretary ALLEN WALLIS served as the President's personal representative at the eco-nomic summit meeting in Tokyo, May 4–6 ... From there, he traveled to Singapore for the As-sociation of Southeast Asian Nations dialogue, May 8–9; held talks with various Indonesian min-isters, in Jakarta, May 10; and met with Prime Minister GUY HAWKE and key Australian eco-nomic ministers, in Canberra, May 12 ... Mr. Wallis was accompanied by executive assistant AL LARSON, special assistant SCOTT BROWN and secretary PATRICIA MOLLER ... Mr. Wallis and special assistant ERIC MELBY trav-eled to London, Paris and Rome, June 12–14. They discussed various summit initiatives with representatives from the British, French and Ital-ian governments, the secretary general of the Or-ganization for Economic Cooperation and Devel-opment, and the executive director of the International Energy Agency ... Mr. Wallis, ac-companied by his economic adviser, MARTIN BAILEY, traveled to Israel for economic consul-tations, June 15–18 ... Mr. Wallis led the U.S. delegation to the U.S.-Korea joint economic con-sultations, in Seoul, June 23–24. He was accom-panied by special assistant ELLIOTT HURWITZ. Both proceeded to Manila to partici-pate in the Association of Southeast Asian Na-tions "six plus five" ministerial meeting, June 26–28 ... Mr. Wallis was cochairman for the U.S. delegation at the July 21–23 U.S.-Japan structural dialogue preparatory meeting, in San Francisco.

The office welcomed RICHARD HECKLINGER as executive assistant to Mr. Wallis, replacing Mr. Larson, who departed for his new assignment in the Bureau of Economic Affairs, and special assistant PAUL BALABANIS and JACK CRODDY. □

Policy Planning Staff

RICHARD H. SOLOMON, director, ad-dressed the Naval War College, June 17, on "The Pacific Basin: Dilemmas and Choices for Ameri-can Security." ... On July 2–3 he hosted planning talks with senior policy planners from the Japanese ministry of foreign affairs ... Sen-ior deputy director NELSON C. LEDSKY spoke to the Army War College, on "Global Perspec-tives of U.S. Foreign Policy," June 27 ... STEPHEN P. COHEN, member of the staff, spoke on Pakistan's security policy, to the Wash-ington conference on strategic issues, "Strategy '86," June 26 ... On June 30 he made a presen-tation on Pakistani political developments, to a conference sponsored by the Orkand Corp. □

Office of Protocol

Protocol chief SELWA ROOSEVELT led the team assisting at the July 1 White House re-ception hosted by the President and Mrs. Reagan in honor of the chiefs of diplomatic missions and their spouses. Accompanying her were deputy chief TIMOTHY TOWELL, associate chief RICHARD GOOKIN, PATRICK DALY, LAWRENCE DUNHAM, PAMELA

GARDNER, CATHERINE GERARDI and JAMES MANNING ... Mrs. Roosevelt escorted the president of France and his wife during their visit to New York, to participate in the 100th birthday celebration of the Statue of Liberty ... Assistant chief CATHERINE MURDOCK coordinated the visit, assisted by Mr. Daly, MARY MASSERINI, MARYELLEN VANDIVIER, LINDA MYSLIWY, JULIE ANDREWS and JAMES PAYNE ... Mr. Towell and Mr. Gookin escorted the chiefs of diplomatic missions and their spouses to the Salute to Liberty on July 4 in New York. Accompanying them were protocol staffers REBECCA BOYD, BRENDA CONNORS, Mr. Dunham, Ms. Gerardi, CHRISTINE HATHAWAY, ADINA KAZYAK and MARY MORRIS ... Mrs. Roosevelt escorted the prime minister of Pakistan during his visit to Washington ... Mr. Gookin was the escort official for the prime minister's visit to Florida and New York ... Mr. Manning was the officer-in-charge, assisted by Ms. Masserini, ALEXANDRA MILLER and Mr. Payne.

Private visits were made by the prime ministers of St. Christopher and Nevis, and Aruba; the vice president of Costa Rica; the foreign ministers of Belize, West Germany and Mexico; the foreign secretary of the United Kingdom; and the wife of the president of El Salvador. Handling these visits were Ms. Murdock, Ms. Mysliwy, SAMUEL CASTLEMAN and Ms. Andrews ... Ms. Gardner, assisted by GEORGIA BOOTH, APRIL GUICE, JAYN MONTIETH and KIMBERLY MIDDLETON, coordinated the luncheon hosted by the Secretary and Mrs. Shultz in honor of the prime minister of Pakistan; the Secretary's dinner cruises honoring the secretary of state of the United Kingdom and the foreign minister of West Germany, as well as the deputy secretary's dinner in honor of the vice president of Costa Rica ... Mrs. Roosevelt was the presiding officer at the swearing-in of HARRY SHLAUDEMAN as U.S. ambassdor to Brazil ... Mr. Towell presided at the swearing-in ceremonies of G. NORMAN ANDERSON as ambassador to the Sudan, and JOHN BLACKEN as ambassador to Guinea-Bissau ... Mr. Gookin presided at the swearing-in of CYNTHIA PERRY as ambassador to Sierre Leone ... Also, he addressed participants at the seminar on foreign missions and international organizations in the United States, at the Capital-Hilton Hotel, July 9, on "Benefits, Privileges and Immunities: Commercial Matters."

People: GAIL ROBERTSON has joined the administrative section ... The Secretary has presented the Distinguished Honor Award to Ms. Murdock for her performance as assistant chief of protocol for visits ... Awards for outstanding performance were presented to SHARON ALLEN, Ms. Andrews, LINDA BAKER, Ms. Booth, Mr. Castleman, JOYLEEN COHEN, BRENDA CONNORS, Mr. Daly, Ms. Gardner, Ms. Gerardi, Ms. Guice, Ms. Hathaway, ROWENA HOOD, JEAN JACKSON, KIM JOHNSON-BRAUN, DELILAH LILLY, Ms. Masserini, Ms. Middleton, Ms. Miller, LYNN MILLER, Ms. Mysliwy, Mr. Payne, CAROL SOMERVILLE, SHIRLEY STEWART and LINDA WHEELER ... Awards for excellent performance were given to LOUISE BENNETT, RANDELL BUMGARDNER, CHENOBIA CALHOUN, WILLIAM CARTER, SALLIE CALIBOURN, ADINA KAZYAK, IRIA MASHASITILAB, ANGELA MOORE, HASSIE POPE, MARIE REARDON, MICHELE ROSSI and AUGUSTINHA DOS SANTOS ... ANN KILLEA and BRENDA WEINFIELD have joined the Diplomatic and Consular Liaison Division ... CHRISTINE McBRIDE has left the Office of Protocol for private industry on the west coast. □

Administration

Office of Communications

The following organizational changes have taken place: The Courier Division, previously under the director of domestic communications and courier operations, has been transferred to the new Bureau of Diplomatic Security, and the directorate has been redesignated as the Directorate of Domestic Communications. The Special Projects and Programming Staff, previously in the Directorate of Operations, has been reorganized. The programming staff has been transferred to the Telecommunications Division. The Special Projects staff has been transferred to a new division in the Directorate of Technical Services, called Plans, Programs and Facilities. The old Plans and Engineering Division in Technical Services has been reorganized as a new division, called Engineering and Installations.

The following personnel changes were reported: SIDNEY REEVES has assumed duties in Karachi as regional director of communications for Near Eastern and South Asian affairs, replacing DONALD LACHMAN, who has retired ... LAMONTE SMITH has assumed duties as chief, Training Division, replacing JOHN HUGHES, who has been assigned to Manila as communications programs officer ... ROBERT SURPRISE has assumed duties as operations officer for the East Asia Pacific area, replacing Mr. Smith ... KENNETH FERGUSON has assumed duties as deputy chief, Pouch Division, replacing JOHN CHANNEL, who has been assigned to Brussels as communications programs officer.

The following were here on consultation recently: JAMES ARCHER, Luxembourg; JAMES HALE, Lisbon; MICHAEL J. CARSON, Athens; JOHN WILLIAMS, Sao Paulo; DWIGHT BOHNET, Dhahran; MICHAEL BOWCUTT, Kinshasa; ROBERT CUMMING, Manama; JOHN MONTAGUE, Quito; MARY PETERSON, Singapore; RONALD DeBROSSE, Damascus; JOHN HUBLER, Kathmandu; ROBERT SANDBERG, Managua; GEORGE STURGEON, Muscat; BRUCE BORTLE and EARL PENN, Bonn; HAROLD SPAKE, Manila; THOMAS PAUL, Buenos Aires; PATRICK BENTZ, Freetown; JOSEPH DeROCHE, Cairo; KIROL BARBOUR, Warsaw; DONALD BILLICK, Panama; SANDRA MUENCH, Vienna; SANTIAGO URIETA, San Salvador; MILDRED GREGORY, Niarobi; ARNOLD OLIVO JR., Quito; FRANCIS ASCHMAN,

OFFICE OF COMMUNICATIONS—At awards ceremony, from left: *Lionel Martin, Lloyd Gaither, David Lochner, Bryan Thibodeau, James Gansel, Robert Brownfield, Robert Rivera, Norris Watts, Transmise Howard, Ezell Bivings, Carter Brown, Donald Daymount, Robert White, Joseph Fagan, Arthur Freeman, Kirk Bivens, William Sloan, Kenneth Ruh.*

KIGALI, Rwanda—Communications program officer *Lynn Doughty* receives meritorious honor and cash awards from Ambassador *John E. Upton*.

Frankfurt; STEPHEN AULDRIDGE, Frankfurt; DONALD BALLUE, Bogota; SHIRLEY KERN, Vienna; GUADALUPE PINON, Tegucigalpa; THOMAS SCHUH, Buenos Aires; PAUL WHITE, Bonn; DENNIS NELSON, Manila; LOREN HUNKE, Bonn; ROBERT KNOTT, Moscow; WILLIAM LINGER, Jerusalem; ROBERT JOHNSON, Guadalajara; LARRY BUCHER, Lahore; CHRISTOPHER BARRETT, Munich; JAMES ODEA, Panama; WILLIAM JACKSON, London; NEAL BRAKE, Abidjan; DAVID GARNO, Jakarta; BARRY PETERSON, Bogota; BRIAN MAJEWSKI, Ottawa; PHILIP WEISSMAN, Manila; LARRY STAFFORD, Lima; RAYMOND SHANKWEILER, Tel Aviv; SANDRA SMITH, Guatemala; ALAN YECK, Beirut; ALBERTO ORTIZ, Bonn; RICHARD AUGUSTUS, Frankfurt; ANN SOLES, Kinshasa; CONSTANCE BOHNET, Kuala Lumpur; WILLIAM TONER, Dublin; HARRY SCHNEIDER, Nairobi; RICHARD BLAKELY, Bonn; ALBERT DEBNAR, Lome; JOHN GAGEN, Bangkok.

Completing courses in the Communications Training Division were BRUCE BORTEL, Bonn; JOSEPH De ROCHE, Cairo; GEORGE SOLOMON, Montevideo; THOMAS PAUL, Buenos Aires; DONALD BALLUE, Bogota; MARK COLE, Moscow; GARY BOBBITT, Geneva; ROSE VALENTI, Jeddah; DONALD BILLICK, Panama; STEVE KULESZA, Washington, WILLIAM LINGER, Jerusalem; PAUL WHITE, Bonn; GUADALUPE PINON, Tegucigalpa; MARY PETERSON, Singapore; THOMAS SCHUH, Buenos Aires; JAMES ARCHER, Luxembourg; LAWRENCE STAFFORD, Lima; JOSEPH COMFORT, Washington, WALLACE EUSTIS, Dakar; JOHN MONTAGUE, Quito; SANDRA MUENCH, Vienna; SHIRLEY KERN, Vienna; DWIGHT BOHNET, Dhahran; PATRICK BENTZ, Freetown; KIROL BARBOUR, Warsaw; JOHN LAPOLLA, Leningrad; ROBERT SANDBERG, Managua; MARION NORRIS, Bandar; MARION POTTER, Toronto; BEVERLY OLIVE, COREEN RICCIARDI and MICHAEL DOUGLASS, Washington; JAMES CASEY, Tokyo; DON BOISSONNAULT, Berlin; ELSIE LAWTON, Stockholm; JOHN HYLUND, Brussels; RUSH LANTZ, Washington; CHARLES MARTIN, Paris; BRYON HALLMAN, Manila; THOMAS NASETKA, Vienna; JOHN VERNER, Rabat; DAVE MOHAUPT and PHILLIP WOLD, Washington; JOHN WILLIAMS, Sao Paulo; ROBERT DODSON, Kabul; LARRY BUCHER, Lahore; EARL PENN, Bonn; MANUEL VALDEZ and LEONARD FENNER, Washington; CHARLES SCHENCH, Pretoria; ALLEN KINGSLAND, Washington; FRANK HEMINGWAY, Amman; FRANK PRESSLEY, Washington; JAMES OEDA, Panama; BRIAN MAJEWSKI, Ottawa; JAMES HALE, Lisbon; DAVID GARNO, Jakarta; JOHN FARRELL, Zagreb; RICHARD DROST, Washington; JOHN CHANNELL, Brussels; JOHN JAMES HAVERTY, New Delhi; MICHALE SOARES, Washington; JAMES TUTEN, Brasilia; HARRY L. SCHNEIDER, Nairobi; ROBERT BROWN, TERRENCE WILLIAMSON, WILFORD SAYLOR, DENNIS DICK, MICHAEL JONES and DALE ECHTERNACH, Washington; DALE JOHNSON, London; MICHAEL RINKER, Canberra; WILLIAM JACKSON, London; DAVID GARNO, Jakarta; JUDITH LINK and ROBERT OLSON, Washington; DANIEL DONOGHUE, Bissau; JANINE TAYLOR, Antananarivo; DENNIS WATSON, Niamey; MARY DEALY, Geneva; RAYMOND HARGER, Canberra; CHRISTOPHER HEINTZMAN, Lusaka; DAWN MILLONAS, Islamabad; SHARON MINAHEN, Karachi; LESLIE OLY and THOMAS SNOW, Paris; VIVIAN HALYARD, Milan; MARY DRAIN, Malabo; BRADFORD JOHNSON, Bilbao; MANUEL ROCHA, Florence; RAYMOND SHANKWEILER, Tel Aviv; ERMAN HARRIS, Jerusalem; WALTER TYZNIK, Kuwait; RONALD DeBROSSE, Damascus; PAUL MILLION, Karachi; SANDRA SMITH, Guatemala; and JOSEPH MAZIARZ, Washington. □

Office of Language Services

PETER AFANASENKO rejoined Language Services as a Russian staff interpreter, and he and former staff members WILLIAM KRIMER and LORALYN ANDERSEN-PETRIE traveled to Geneva, for the special session of the Standing Consultative Committee ... ALEC TOUMAYAN and CAROL WOLTER assisted President and Mrs. Reagan during the Statue of Liberty centennial in New York ... Other travel assignments included those of STEPHANIE VAN REIGERSBERG to four Central American countries, GISELA MARCUSE to Berlin, RITA BOREN to Mexico City, CORNELIUS IIDA to San Francisco, and BARBARA PHILLIPS and RITA BOREN to Homestead Air Force Base.

People: MARIAN GASBARRO is a temporary translator in the Romance section of the Translating Division ... MARY BIRD has been named deputy director of Language Services. She had been in the Romance section of Translating ... MILDRED CARTER moved from the Office of International Conferences to become the administrative officer for the office. □

African Affairs

Office of the Assistant Secretary: On June 16 Assistant Secretary CHESTER A. CROCKER appeared on PBS' McNeil/Lehrer and ABC's Nightline shows to discuss the situation in South Africa ... Mr. Crocker addressed the Freedom House, at a luncheon meeting at the International Club, and the Republican National Committee meeting at the Westin Hotel, Washington, June 23 ... He appeared on CBS' morning news show on June 25 and, later the same day, addressed the Conference of Educators meeting, in the Department ... Deputy assistant secretary WILLIAM ROBERTSON participated in the Department's foreign policy conference for leaders of minori-

ACCRA, Ghana—Ambassador *Robert E. Fritts* gives the Ghanaian signal of chiefly blessing, at a farewell for him. The mission staff had presented him with traditional Ghanaian regalia.

ties' and women's organizations, June 13. Also participating was RICHARD CAMPANELLI of the South and Southern Africa Working Group ... On June 11 Mr. Robertson, jointly with ANDY ADAMS, Department of Interior, presented Deputy Secretary JOHN C. WHITEHEAD a certificate of the Federal Task Force on Disabled Persons.

South and Southern Africa Working Group: J. DOUGLAS HOLLADAY, director, participated with WILLIAM JACOBSEN, also of the working group, and KENNETH KOLB, Office of Southern African Affairs, in a panel of the American Council of Young Political Leaders, in the Department, June 13 ... Mr. Jacobsen attended the National Governors Association meeting in San Juan, Puerto Rico, June 14–18 ... On June 26 he joined Mr. Campanelli to participate in two workshops on South Africa, at the Department's annual conference for educators, June 26.

Office of East African Affairs: EUNICE REDDICK is a desk officer for Tanzania, Madagascar, Mauritius and Comoros, replacing ROBERT SNYDER, who is off to Pretoria.

Office of Economic Policy: In a general briefing, RANDOLPH REED addressed Central Intelligence Agency members, June 27.

Office of Regional Affairs: Acting director DAVID LYON traveled to Carlisle, Pa., June 25–26, to address the Army War College, on U.S. interests and policies in Africa, and to meet with students with an interest in Africa ... Mr. Lyon was to attend the National War College in August, and to be replaced by DAVID PASSAGE, most recently deputy chief of mission in El Salvador ... GREGORY BRADFORD, special assistant for security assistance, traveled to Nigeria and the Ivory Coast, June 23–29, on political-military matters, stopping in Paris, June 30–July 1, to exchange information with his French counterparts. Mr. Lyon, acting director, traveled to Harrisburg, Pa., July 17, to brief Governor RICHARD THORNBURG before his trip to Africa.

Office of West African Affairs: LANETTE D. WARE has been promoted to GS-6.

Office of Southern African Affairs: JEFFREY S. DAVIDOW departed as director and was replaced by E. GIBSON LANPHER ... RAYMOND F. SMITH, deputy director, has also departed, to be replaced by LARRY NAPPER ... KENNETH KOLB, country officer for Zimbabwe and Lesotho, accompanied Mr. Crocker, July 28–August 5, to London, Brussels, Bonn and Bern, for consultations with European allies.

Office of Public Affairs: Mr. Crocker spoke to the Overseas Writers Club, July 10, at the Foreign Service Club, on South Africa ... He accompanied Secretary Shultz to his hearing before the Senate Foreign Relations Committee, July 23 ... He appeared on the McNeil-Lehrer show, July 22, and "Face the Nation," July 27 ... He traveled to Europe, July 29–August 5. □

Consular Affairs

Assistant Secretary JOAN M. CLARK traveled to Montreal and Ottawa, June 20–24. While in Montreal, she consulted with officials from the International Civil Aviation Organization, on plans for the machine-readable passport and visa issuance system. In Ottawa, she discussed passport automation and visa fraud problems, with Canadian passport and immigration officials. She also toured the Canadian passport office ... On July 22 she testified on efficiency legislation before the House Judiciary Subcommittee on Immigration, Refugees and International Law ... Principal deputy assistant secretary MICHAEL H. NEWLIN spoke at the Defense Intelligence College, June 16 ... On June 24 he briefed Immigration and Naturalization Service officers, who were departing for the pre-inspection program at Shannon, Ireland ... He spoke at the ambassadorial seminar of the Foreign Service Institute, July 11.

JEROME C. OGDEN has assumed his new position as the deputy assistant secretary for visa services. He was serving in Taipei as deputy director of the American Institute in Taiwan. He replaces VERNON D. PENNER JR., who has left the Visa Office to serve as ambassador to Cape Verde.

On June 26 T.A.D. THARP, deputy assistant secretary for overseas citizens services, attended a meeting of the U.S. Olympic Committee, at its Colorado Springs, Colo., headquarters. He spoke about the role of the Department and consular officers in assisting U.S. citizen athletes traveling abroad ... JOHN ADAMS and GEORGIA ROGERS, director and deputy director of the Citizens Emergency Center, traveled to Germany, Rome and London, at the end of July, to assist Department officers in the return to the United States of the released Beirut hostage, Father LAWRENCE M. JENCO ... Ms. Rogers traveled to Reading, Pa., in June, to participate in a television panel discussion, "Tourism v. Terrorism," sponsored by the World Affairs Council of Reading ... She was interviewed on WEEU Radio's "Feedback" program, and answered call-in questions regarding the safety of overseas travel ... JEANNE SCHULZ has joined the Office of Citizens Consular Services, from Mexico

BREMEN, West Germany—Prior to closing of the consulate, Meritorious Honor Awards are presented to staff members. From left: ***Ramona C. Ludolph, Wolfgang Klein, Hallie Polt, Michael C. Polt,*** **Ambassador** ***Richard R. Burt, Gahl Burt, Hans-Werner Knueppel.***

City, to be deputy director and head of the European Division ... RICHARD QUEEN, GRACE MICHAUD, JAMES SCHULER and MICHAEL DOBBS have also joined the office. Mr. Queen arrived from Toronto, and both Ms. Michaud and Mr. Schuler recently completed the Overseas Citizens Services segments of the Foreign Service Institute's consular training course ... On June 4–5 MONICA GAW, Citizens Consular Services, attended a meeting of the National Advisory Board on Child Abuse and Neglect, in Washington ... ROBERT TSUKAYAMA left the office to take up his assignment in the bureau's new antifraud office ... DESIREE BLACKWELL LEIGH, formerly in the office, has resigned from the Foreign Service.

HARRY L. COBURN, deputy assistant secretary for passport services, traveled to Montreal, June 15, to attend the technical advisory group meeting of the International Civil Aviation Organization. He was elected chairman of the meeting. The group discussed establishing standardization for machine-readable passports now being issued by the United States, Canada and Australia, and soon to be issued by several members of the European Community ... On July 13 WILLIAM L. CAMP, associate director for passport services, completed his assignment and transferred to the Foreign Service Institute, where he will be associate director for management ... MYRA HOWZE SHIPLETT joined Passport Services on June 14, replacing Mr. Camp as the associate director ... Ms. Shiplett made an orientation visit to Boston, July 24, to discuss plans with General Services Administration officials for automating the Boston Passport Agency ... On July 31 she visited the Philadelphia Passport Agency, and subsequently traveled to Chicago and New York to meet the personnel assigned to those agencies.

On July 9–10, SUSAN I. SHORT, acceptance agents coordinator for the Seattle Passport Agency, traveled to Long Beach, Wash., to address the Washington State Association of County Clerks, about passport application procedures and passport fraud ... During the week of July 21–24, EDWARD GAFFNEY, processing supervisor at the Seattle Passport Agency, attended the Office of Personnel Management's course on the introduction to supervision ... JOAN HOLUM, secretary in the Seattle Passport Agency, attended a local workshop on how to maximize use of the Federal Register.

From May 27–June 7, EILEEN MALLOY of the Executive Office participated in a site survey visit to Seoul, Korea. The survey team developed a series of recommendations to improve public access controls in the embassy ... BETTY SWOPE has assumed her duties as associate executive director in the bureau, replacing DON PARSONS, who has joined the Board of Examiners of the Foreign Service ... DEE ROBINSON has joined the Executive Office's management analysis staff, replacing DON WELLS, who has departed for university training at Harvard ... JOE NOWELL of the Systems Staff traveled to Montreal for the installation of the citizen services system ... BRIAN McNAMARA has joined the systems staff, replacing BILL MULLER, who has transferred to the Visa Office ... CINDY GETHERS, former regional director of the San Francisco Passport Agency, assumed her new duties as systems analyst with the systems staff ... The Resource Management Division welcomed KIMDRA CUNNINGHAM, formerly of the Office of the Comptroller ... BENNY WHITEHEAD, Administrative Services Division, was in Houston, August 5–8, to survey bureau space requirements.

JAMES CALLAHAN, the bureau's press officer, has departed for his new assignment in the Office of Central American Affairs. □

East Asian and Pacific Affairs

Principal deputy assistant secretary JOHN C. MONJO traveled to Seattle, July 29, to greet the crown prince of Thailand on his arrival in the United States ... RUST DEMING joined the bureau, July 14, as special assistant, replacing DEAN WELTY, who will spend a year on a congressional fellowship ... STEVE ECTON has taken up his duties as director of the Australia and New Zealand Office, replacing JON GLASSMAN ... BILL LANE, ambassador to Australia and Nauru, visited Washington, June 16–20, for consultations in the Department, at the White House and with Congress ... CHRIS SZYMANSKI, deputy director, Office of China Affairs, visited Seoul, Hong Kong, Guangzhou, Chengdu and Beijing, on consultations, June 8–28 ... From July 8 to mid-August, he served on selection boards ... BOB GOLDBERG joined the China desk, July 21, from the Operations Center. He will be covering economic and scientific and technical issues ... KENNETH JARRETT, from the U.S. mission to the United Nations, joined the staff as desk officer covering China's multilateral affairs ... BART FLAHERTY comes to the political section from an assignment in Guangzhou.

JOSEPH SNYDER joined the Office for Indonesia, Malaysia, Brunei and Singapore Affairs, as deputy director, replacing TIM HAMILTON, who will study Malay before going to Kuala Lumpur as political counselor ... BRONSON PERCIVAL arrived from Kuala Lumpur as Malaysia-Brunei country officer, and COLIN HELMER joined the office as Singapore country officer ... GENE CHRISTY assumed responsibility for Indonesian affairs ... LARRY MONDSCHEIN resigned from the Department to take up a job with Shearson Lehman Bros. in New York ... CHARLES MORRIS will be going to Kampala as deputy chief of mission ... PAUL D. WOLFOWITZ, ambassador to Indonesia, was in the Department for consultations, August 4–12 ... CHARLES SALMON is now director of the Office of Philippine Affairs, replacing JOHN MAISTO, who has gone to Panama as deputy chief of mission ... VERNE DICKEY has joined the inspector general corps ... As of August 4, the new director of the Office of Regional Affairs is CHARLES SCHMITZ, replacing BOB DREXLER ... Also on that date, MATT DALEY took over as deputy director of Thailand and Burma affairs ... DOUGLAS V. ELLICE JR. has returned from three years in Bandar Seri Begawan to take up his

KUALA LUMPUR, Malaysia—Ambassador *Thomas P. Shoesmith* presents Meritorious Honor Award to his secretary, *Julie Holmes*.

new assignment on the Taiwan desk, replacing BRUCE GRAY, who is off to Hong Kong ... On August 4 SHEPARD LOWMAN became director of the Office for Vietnam, Laos and Cambodia, replacing LYALL BRECKON ... HENRY LEVINE has joined the economic section of the China desk, replacing STEVE SCHLAIKJER, who will be deputy principal officer at the consulate general in Guangzhou. □

Economic and Business Affairs

From July 7–18, Assistant Secretary DOUG McMINN traveled to Korea, Indonesia, Thailand, India and Egypt, to discuss bilateral and multilateral economic issues with government officials in those countries ... In June, the deputy assistant secretary for international energy and resources policy, E. ALLAN WENDT, traveled to Oslo, Norway, to participate as a speaker in the third annual Oslo Petroleum Seminar, organized by Harvard University in cooperation with the Norwegian School of Management ... He continued on to Rome for bilateral consultations, then led the U.S. delegation to a meeting in Brussels to discuss seabed mining issues ... WES SCHOLZ, chief, Office of Marine and Polar Minerals, attended the meeting in Brussels ... In early July, Mr. Scholz attended meetings in Tokyo to discuss deep-seabed mine site conflicts ... Mr. Wendt participated in a seminar, "Keystone Energy Futures Project, U.S. Liquid Fuels Policy," in Keystone, Colo., July 14–15 ... On August 4–6 he traveled to Los Angeles, to address the Orange County, Calif., World Affairs Council on "U.S. Energy Policy Response to Falling Oil Prices."

Director DANIEL SERWER, Office of Energy Consumer-Country Affairs, led the U.S. delegation at the July 10 Standing Group on Emergency Questions meeting of the International Energy Agency, in Paris ... STEVE ORDAL, same office, attended the conservation subgroup meeting of the Standing Group on Long-Term Cooperation, in Paris, in June ... STEVE GALLOGLY, same office, attended a meeting on the international gas trade, at Massachusetts Institute of Technology ... KENNETH DAVIS, assistant chief, Industrial and Strategic Materials Division, was the Department representative at the international rubber study group meeting, in London, June 16–20 ... Later in June, CYNTHIA SMITH of the division was a member of the U.S. delegation to the council meeting of the international natural rubber agreement, in Kuala Lumpur.

During June, the deputy assistant secretary for transportation affairs, JEFFREY N. SHANE, addressed a symposium sponsored by the Federal Maritime Commission and Old Dominion University, in Norfolk; delivered a speech in Atlanta to the monthly meeting of the Aero Club of Metropolitan Atlanta; and participated as a panelist at a global logistics symposium sponsored by Princeton University ... He chaired civil aviation negotiations with the United Kingdom, in Washington, during July, assisted by SAM KEITER, Office of Aviation Negotiations, and CURT STONE, Aviation Programs and Policy Office ... Mr. Shane traveled to Bern, Switzerland, July 27–August 1, to conduct civil aviation negotiations with the Swiss ... JOHN BYERLY, Office of the Legal Adviser, accompanied Mr. Shane to Bern to provide assistance during the negotiations ... On August 11–15, Mr. Shane traveled to London for another session of civil aviation negotiations with the British, accompanied by Mr. Keiter and Mr. Byerly ... Mr. Keiter chaired the U.S. delegation to talks with the government of Saudi Arabia, July 28–29, in Washington ... He chaired a working group on capacity, with the government of Australia, August 4–8 ... GARY DeVIGHT, deputy director, Office of Aviation Negotiations, conducted aviation negotiations with the government of Ecuador, in Quito, July 7–11 ... He chaired the second round of talks with the Ecuadorians, in Washington, July 28–August 1; an agreement was reached during the second round ... The special negotiator for transportation affairs, CHARLES ANGEVINE, chaired the U.S. delegation to civil aviation negotiations in Washington, with France, early in June ... ERWIN VON DEN STEINEN, director, Office of Aviation Programs and Policy, chaired the U.S. delegation to civil air meetings with the governments of Hungary, Turkey and Czechoslovakia. The meetings commenced in Budapest, June 10, ending in Prague, June 21.

RICHARD SCISSORS, director, Office of Maritime and Land Transport, represented the United States at the July 22–25 meeting of the Maritime Transport Committee of the Organization for Economic Cooperation and Development, in Vancouver, where provisional agreement was reached on principles of shipping policy.

SHAUN DONNELLY, director, Office of Development Finance, attended a seminar on "The Future of the World Bank," sponsored by the Overseas Development Council, in Washington ... RAY MARIN, same office, and the Department's liaison officer with the Export-Import Bank, participated in a two-day seminar for bankers of the bank's programs, June 9–10 ... MARIANNE M. KUNKEL, Office of Business Practices, traveled to Vienna, in June, to observe the proceedings of the UN Industrial Development Organization's preparatory committee for the International Center for Genetic Engineering and Biotechnology ... She then went on to Paris, for the 25th anniversary session of the Organization for Economic Cooperation and Development's Committee of Experts on Restrictive Business Practices, as well as meetings of the committee's four working parties ... Ms. Kunkel traveled to West Berlin, at the end of June, to participate in the third international cartel conference, hosted by the General Federal Cartel Office ... BILL SKOK, same office, was the adviser to the U.S. delegation at a World Intellectual Property Organization meeting of experts, in Geneva, June 23–27. The experts did preparatory work on a draft treaty to protect rights holders of integrated semiconductor circuits.

On July 9, Foreign Policy Controls Division chief EMIL CASTRO spoke to a group of business representatives regarding Soviet and U.S. economic systems, in Dickinson, N.D. The symposium was sponsored by Business Challenge, a

program of the Greater North Dakota Association, in cooperation with Dickinson State College and the Department of Public Instruction ... During June, Textiles Division chief PAUL PILKAUSKAS participated in a 'round-the-world three-week trip to Geneva, for multifiber arrangement talks; to Seoul and Tokyo, for bilateral agreement negotiations; and to Honolulu, for negotiations with Hong Kong ... While in Geneva, he headed a delegation which negotiated a bilateral agreement with Czechoslovakia, and joined in negotiations with Turkey which led to a bilateral agreement. The Hong Kong negotiations continued in late June in Washington, where agreement was reached ... Mr. Pilkauskas and ELIZABETH EWING acted as advisers to the American Institute of Taiwan, in talks on textiles with the Coordinating Council, North American Affairs, in June ... EDWARD GOFF participated in the Hong Kong negotiations in Washington, as well as talks with Haiti, Honduras, and Trinidad and Tobago, during June ... JOSEPH ANDERSON and SUSAN SALEM joined Mr. Pilkauskas in negotiations with the Dominican Republic, in early July ... In early July, ANNE JILLSON, assistant chief, Textiles Division, traveled to Geneva, for continued multifiber arrangement talks, and stayed on as an adviser for negotiations with Coordinating Council, North American Affairs, representatives.

ELIZABETH BOLLMANN, Developing Countries and Trade Organization Division, participated in negotiations, in Geneva and Mexico, during June, concerning Mexico's accession to the General Agreement on Tariffs and Trade.

People: DENIS LAMB, formerly deputy assistant secretary for trade and commercial affairs, has been named the bureau's principal deputy assistant secretary ... DAVID BURNS has been named as executive director of the bureau ... The following employees have entered on duty in the bureau: STEVEN WEBB, Planning and Economic Analysis Staff; THOMAS O'HERRON, deputy director, Office of Development; MARSHALL ADAIR, chief, Industrial and Strategic Materials Division; GEORGE MIDDLETON, Office of Business and Export Affairs; SETH WINNICK, Office of Monetary Affairs; RICHARD JONES, assistant chief, and ALEXANDRA SUNDQUIST, Developed Country Trade Division; WILLIAM CRAFT, Special Trade Activities Division; IRA WOLF, chief, and SUSAN SALEM, Textiles Division; DAVID GOSSACK and MONICA TAYLOR, Developing Countries and Trade Organization Division; KAREN JO McISAAC, Food Programs Division; KEVIN HONAN, Office of Energy Consumer-Country Affairs; TIMOTHY BRAND, Security Export Controls Division. □

European and Canadian Affairs

Office of the Assistant Secretary: Assistant Secretary ROZANNE L. RIDGWAY and deputy assistant secretary JAMES M. MEDAS accompanied VICE PRESIDENT BUSH on a June 10–13 official trip to Vancouver, Victoria and Ottawa, Canada ... In mid-July Ms. Ridgway traveled to Scandinavia and Switzerland, visiting Embassies Copenhagen, Helsinki, Oslo, Stockholm and Bern, and consulting with government officials in each stop ... Although official travel has been light, there have been a number of departures and arrivals in the front office during this period ... Principal deputy WILLIAM M. WOESSNER retired from the Foreign Service in June to become the president of Youth for Understanding ... Deputy assistant secretary CHARLES H. THOMAS replaced Mr. Woessner as principal deputy ... Replacing MARK PALMER as deputy for Soviet and East European affairs is THOMAS W. SIMONS JR. ... Mr. Palmer left the bureau in June to study Hungarian, in preparation for his new assignment as ambassador to Hungary ... Staff assistants BRIAN KELSEY and KATHLEEN LANG also moved on this summer, with Mr. Kelsey going to the Foreign Service Institute for Russian language training, and Ms. Lang to the Office of Soviet Affairs. Replacing them are BOYD DOTY, from Embassy Berlin, and BRENT HARTLEY, from the Egyptian desk.

Office of Canadian Affairs: VICTOR GRAY replaced SAM FROMOWITZ as deputy office director, July 2 ... Mr. Fromowitz has assumed the position of consul general in Vancouver, British Columbia ... GEORGE BOUTIN participated in a meeting of the New England Fishery Management Council, July 29–30, at West Greenwich, R.I.

Office of Central European Affairs: Deputy director MICHAEL HABIB visited constituent posts in central Europe, June 11–22 ... East German desk officer JIM LANE took part in claims discussions with East German officials, in East Berlin, in early July ... KAREN HARDTKE joined the office July 1, as secretary to the director.

Office of East European and Yugoslav Affairs: Polish desk officer DENNIS ORTBLAD received a Meritorious Honor Award, in recognition of his performance as a member of the Department's working group established to respond to the Chernobyl nuclear power plant accident ... THOMAS LYNCH completed his duties as Romanian desk officer, August 1; the new desk officer, PAUL SCHLAMM, arrived in mid-July.

Office of Northern European Affairs: Acting director JAMES C. WHITLOCK JR., who replaced JAMES WACHOB as deputy director in June, accompanied Ms. Ridgway on her trip to Denmark, Finland, Norway, Sweden and Switzerland, July 15–25 ... ROBERT D. JOHNSON joined the office, July 7, as country officer for the United Kingdom, replacing JAMES C. WHITLOCK JR ... Other departures in the office included those of director MARTIN

SYRACUSE, N.Y.—Ambassador to Denmark *Terence A. Todman*, center, a graduate of the Maxwell School of Syracuse University, receives honorary degree from Chancellor *Melvin A. Eggers*, left. At right is former Ambassador *Goodwin Cooke*, vice president for international affairs.

BELGRADE, Yugoslavia—Ambassador *John D. Scanlan* pays courtesy call on the new president of the Republic of Serbia, riding in a Yugo which the embassy leased for $1 a year. The minicar is produced in Serbia; 30,000 units were exported to the United States in the first nine months after its appearance on the market.

A. WENICK, to serve as director of the Office of East European and Yugolsav Affairs; desk officer SARAH HORSEY, to university training: and desk officer JAMES G. HUFF, to language training at the Foreign Service Institute.

Office of Regional Political Affairs: Experiencing a major turnover in personnel this summer, the office lost ARNOLD J. CRODDY JR., to the economic bureau; BRENDAN A. HANNIFFY, to the economic section in Mexico City; JAMES R. TARRANT, to the position of economic counselor in Embassy Ottawa; JOHN E. HOPE, to an economic-officer slot in Managua; and JUDITH M. HEIMANN, to The Hague. Recent arrivals included those of BASIL SCARLIS, CAROL K. STOCKER and JANET SANDERSON.

Office of Southern European Affairs: August 1 was director WILLIAM F. ROPE's last day on the job; his replacement is MARK A. LISSFELT, coming from Mission Berlin, who was to arrive August 18 . . . In the interim, deputy director TOWNSEND B. FRIEDMAN JR., himself a new arrival from Embassy Athens, was acting.

Office of Soviet Union Affairs: Bilateral section chief LOUIS D. SELL spent the last week of July in Moscow, as head of the U.S. delegation to the bilateral review conference . . . While he was away, two former members of the bilateral/exchanges staff, JIM BEAN (now in the office's economics section) and MAX N. ROBINSON (currently in Russian language training at the Foreign Service Institute), received Meritorious Honor Awards for their work on the Chernobyl accident task force . . . During the same period, JON PURNELL replaced SUSAN LYSYSHYN as deputy director of the bilateral section, and TOM ROBERTSON took over from MAX ROBINSON as the exchanges officer . . . Joining the multilateral section in July were WILLIAM F. MENOLD JR., JACK D. SEGAL and NANCY E. McELDOWNEY. □

Foreign Service Institute

New employees who have entered on duty include FAYE CARROLL and JACQUELINE FITZGERALD, general services; FRANKLIN JONES and LARRY CORBET, administrative training; CATHERINE McMANN, communications and clerical skills; DELORES HAHN-ROLLINS, curriculum and staff development; JUDITH KAUFMAN, executive development; THOMAS MADDEN, School of Language Studies; and MARGARET MELCHER, Center for the Study of Foreign Affairs . . . New language and cultural instructors include DANIELA McCURRACH, Italian; LORENA CUADRA, ANGELA DEL CUADRO, GRACELIA FAHEY and ROSARIO POBLETE, Spanish; DUBRAVICA TRKLJA, Serbo-Croatian; MARGARIDA FERRO, Portuguese; BRIGITTA HEDFORS, Norwegian; VEBEKE STEWART and GUDRUN SMULSON, Danish; RENEE CRUCIANI and MARINETTE SIEFIN, French; MOHAMMED RAHAWI, Arabic.

The Russian section of the institute held its third annual conference on Soviet-American affairs, May 22–23. The conference is seen as an

FOREIGN SERVICE INSTITUTE—At conference on the Soviet Union, from left: *Robert Yablonski, Steven Pifer* and *Priscilla Clapp*. *(Photo by Lloyd McKenzie)*

integral part of both the Russian basic and advanced courses. All students were required to participate in the conference, in accordance with their level of language proficiency. The theme of this year's conference was "United States-USSR: Directions for the Future." Conducted entirely in Russian, complete with Russian name-tags and conference programs, the conference was a joint project of the Schools of Language and Area Studies. It included debates, panels and roundtables on political, economic, cultural and military affairs.

On the first day, students presented a literary-musical interlude at which songs were sung, poetry read and a fashion show staged. The fashion show was emceed by MARY STITT and the musical interlude by BEATRIZ BURNS, students in the 24-week course. The conference concluded with an hourlong roundtable on directions for the future. Advanced course students PRISCILLA CLAPP, Major ROBERT YABLONSKI and STEVEN PIFER (moderator) discussed this topic. The conference was open to the public. □

Human Rights and Humanitarian Affairs

Assistant Secretary RICHARD SCHIFTER testified before the House Foreign Affairs Committee Subcommittee on Human Rights and International Organizations, on religion in the Soviet Union . . . Deputy assistant secretary JAMES M. MONTGOMERY visited South Africa, to observe the human rights programs the U.S. Government is funding to help the victims of apartheid. He visited Pretoria, Johannesburg, Cape Town, Port Elizabeth and Durban . . . ROBERT RACKMALES, director, Office of Human Rights, consulted with embassy and foreign government officials and human rights advocates in Poland, the Soviet Union, Bulgaria and Turkey . . . New arrivals include NATHAN KINGSLEY, public affairs officer, and WARREN HEWITT, senior adviser to the assistant secretary. □

Intelligence and Research

Office of the Geographer: GEORGE J. DEMKO, director, lectured at the University of Illinois' orientation program for U.S. exchange scholars to the Soviet Union, on "Demographic Issues and Research in the USSR," July 1 . . . He was elected president of the Association of American Geographers for 1986–1987 . . . SANDRA H. SHAW, acting deputy director, has been appointed by the Secretary of the Interior to serve as chairwoman of the U.S. Board on Geographic Names, for a term to expire in October 1987.

ROBERT W. SMITH participated in the ninth round of South Pacific tuna negotiations, July 11–17, in Rarotonga . . . Afghanistan analyst CRAIG KARP spoke on Afghanistan, at Portland State University and the University of Washington, August 6–8 . . . MARTHA MAUTNER, deputy director, addressed editorial boards in Seattle, the Allied Education Foundation en route from Vancouver to Anchorage, and the Commonwealth Club and World Affairs Council, as well as civic groups and media outlets in Anchorage, on USSR-related issues, June 27–July 9 . . . She addressed the Rotary Club in Cincinnati, July 17, and the Los Angeles Town Hall, August 1, on U.S. Soviet relations. □

RIO DE JANEIRO, Brazil—At conference of Foreign Service national employees working with the foreign maps and publications procurement program, from left, kneeling: *Rosemary Columba*, La Paz; *Henrietta Pålanen*, Paramaribo; *Sandra Silva*, Sao Paulo; *Luis Antonio e Silva*, Brasilia; *Graciella Elissalde*, Montevideo. Standing: *Sergio Ramos*, Sao Paulo; *Edgardo Francke*, Santiago; *Luzmila Mendoza*, Lima; *Martha Tellez*, Bogota; *Marcia Argento*, Rio de Janeiro; *Luis Garea*, Buenos Aires; *Margarita Ribadeneira*, Quito; *Eva Romaguera*, Caracas; *Graciela Courcelles*, Asuncion; *Juan Restrepo*, Bogota; *Hipolito Moona*, Caracas.

Inter-American Affairs

P. PETER SARROS, director, Office of Regional Political Programs, made presentations on Latin American policy to young political leaders, June 13; to the national foreign policy conference, June 26; to USIA-sponsored leaders, July 10; to U.S. Air Force Research Associates, August 6; and via live interviews on Nicaraguan policy, on radio stations in Columbus (June 17),

MEXICO—Ambassador *John Gavin*, right, congratulates deputy chief of mission *Morris Busby* on his Superior Honor Award from the Department, shortly before Mr. Gavin's departure from the diplomatic post.

ASUNCION, Paraguay—Rafael Marti Sr., retiring after 36 years, receives a Certificate of Appreciation. From left: *Rafael Marti Jr., Rosarina de Marti, Maria Teresa de Marti, Rafael Marti Sr., Henry Ceuppens, Beatriz Schaerer, Paul Hurley,* Ambassador *Clyde D. Taylor.*

Pittsburgh (June 20) and St. Louis (July 17) ... Colonel JAMES B. SIVELLS, political-military affairs officer, conducted a seminar on policy toward Latin America, at the Defense Institute for Security Assistance Management, at Dayton, O., on July 30 ... Deputy director RICHARD S. THOMPSON participated, July 16, in a seminar on U.S. policy in Central America, at the Institute for Learning in Retirement, at American University.

LEE M. PETERS, Colombia desk officer, departed for Islamabad. His replacement, NANCY MASON, joined Andean Affairs August 4, from the Mexican desk ... FLORITA SHEPPARD, Andean Affairs international relations officer, departed August 2 for the executive office of the bureau ... MICHAEL MEIGS, the new Ecuador desk officer, arrived July 14 from the economic bureau, Office of Maritime Transport ... BRAD HITTEL left Embassy Bogota to report for duty, August 6, as the new Venezuela desk officer ... Andean Affairs received two summer interns: CHRIS BOWLER, a senior, from Notre Dame, and ANNA CRABTREE, a senior, who was to leave September 4 for a semester at the London School of Economics.

Office of Central American and Panamanian Affairs: At an August 6 ceremony in the of-

MANAGUA, Nicaragua—Ambassador *Harry E. Bergold Jr.*, left, presents Meritorious Honor Award and step increase to junior officer *Brian K. Dickson.*

fice, deputy assistant secretary WILLIAM G. WALKER presented BARBARA J. BARRETT, Guatemala/Belize desk secretary a quality step increase; he also presented WILLIAM B. WOOD, officer-in-charge of Salvadoran affairs, and H. CARL GETTINER, international relations officer, El Salvador desk, Meritorious Honor Awards ... JAMES CASON, Guatemala desk officer, participated in a panel discussion on "American Interests: Guatemala," at the Foreign Service Institute's political officers course, July 29 ... DAVID RANDOLPH, regional affairs officer, traveled to New York, in July, for two UN Security Council debates called by Nicaragua ... He accompanied PHILIP HABIB, the special envoy for Central America, on a July 10–12 trip to the four Central American democracies ... VALENTINO MARTINEZ, El Salvador desk officer, traveled, in April, to Stockton Delta Community College, Stockton, Calif., to address members of the student body, faculty and press, on U.S. relations with Nicaragua ... JAMES CALLAHAN has joined the office as senior El Salvador desk officer ... CARL GETTINGER has departed for Embassy Tokyo, and BILL WOOD has left for the Office of the Under Secretary for Political Affairs. □

U.S. Mission to the Organization of American States

Ambassador RICHARD T. McCORMACK led the U.S. delegation to the annual meeting of the Inter-American Institute for Cooperation on Agriculture, in San Jose, Costa Rica, July 12–16. Accompanying him were DON STEWART and OWEN B. LEE of the U.S. mission ... On July 19 Mr. McCormack gave a half-hour address to the Organization of American States interns in the Department ... He headed the U.S. delegation to the Organization of American States conference on investment, in San Juan, Puerto Rico, July 21–25. Other members of the delegation were ROBERT M. SAYRE, deputy assistant secretary PAUL TAYLOR, RON DWIGHT and BRUCE MALKIN ... BRENDA J. KINSER-KIDANE has joined the mission staff as personal secretary to Mr. McCormack. She formerly served in the same capacity to HARRY SHLAUDEMAN ... Recent departures include those of JOHN J. CROWLEY and RITA CHAMPAGNE. □

International Communications and Information Policy

DIANA LADY DOUGAN, U.S. coordinator and director, traveled to Vancouver, Canada, May 21–22, to meet ministers of communication from about 20 other governments, to discuss telecommunications issues in the developing countries, at a seminar hosted by the Canadian government ... On June 26 she testified before the House International Operations Subcommittee of the House Foreign Affairs Committee, at an oversight hearing that marked the first anniversary of the bureau's formation ... From July 24 to August 11 she traveled to Hong Kong, China and Japan, with bureau members DOMENICK IACOVO, NEAL WALDROP, DEAN OLMSTEAD and BOHDAN BULAWKA, to compare positions and views on key international communications issues that will be discussed in upcoming international conferences, and to explore areas of increased cooperation with the United States ... THOM RAMSEY, deputy U.S. coordinator and deputy director, was in Dallas, May 14, to address the International Information Industry's Congress.

Office of Technical Standards and Development: Director EARL S. BARBELY was the U.S. councilor at the meeting of the International Telecommunications Union's administrative council, June 16–27, in Geneva ... He chaired the U.S. International Telegraph and Telephone Consultative Committee industry advisory group meeting, June 12, in Washington ... He attended the annual executive committee meeting of the Inter-American Conference of Telecommunications, which is part of the Organization of Ameri-

INTERNATIONAL COMMUNICATIONS AND INFORMATION POLICY—At awards ceremony, from left: *William Jahn, Lucy Richards*, director *Diana Lady Dougan, John Gilsenan*.

can States, in Mexico City, July 21–25 ... DOMENICK IACOVO, deputy director of the office, attended meetings in Bonn, West Germany, June 24–26, with officials from the Deutsch-Bundespost, economic ministry and German industry. Discussed were the proposed changes to telecommunications ordinances in West Germany, and the implications for the United States ... NORMAN ACHILLES participated in the International Telegraph and Telephone Consultative Committee Study Group III meetings on international settlements, Working Party 5, and on integrated services digital network tariffing principles, Working Party 6. The meetings were in Kobe, Japan, June 16–27.

Office of International Radio Communication: JOHN GILSENAN is serving as executive director, to coordinate national preparations for the International Telecommunications Union's 1986 World Administrative Radio Conference on mobile services. In this role he served as chairman of a 28-man Government and industry delegation to a technical preparatory meeting of the International Telecommunications Union's International Radio Consultative Committee's Study Group 8, June 30–July 11.

Office of External Relations: D. CLARK NORTON served as an adviser to the U.S. representative at the special meeting of the advisory board of the Center for Telecommunications Development, in Geneva, June 5–7.

Office of Regulatory Affairs: ISHMAEL LARA was the U.S. observer at the Intelsat board of governors meeting, in Rio de Janeiro, June 18–25.

Office of Planning and Analysis: LUCY H. RICHARDS, director, headed the U.S. delegation to a meeting of the Organization of Economic Cooperation and Development's working party on transborder data flows, in Paris, June 25–26 ... TIMOTHY C. FINTON was a member of the U.S. Government delegation to the market access factfinding discussions with the government of France, in Paris, July 17–18.

World Administrative Radio Conference Planning Staff: TERRY BALAZS attended the Asian-Pacific Broadcasting Union's seminar on high-frequency radio (short-wave) planning methods, in Thailand, July 14–19. That seminar is part of the preparations for the International Telecommunications Union's high-frequency broadcasting World Administrative Radio Cofnerence, slated to begin in February in Geneva.

People: NORMAN ACHILLES has joined the staff in the Office of Technical Standards and Development ... JOHN ADAMS has begun work in the Office of Regulatory Affairs ... NEAL WALDROP is helping out in the Office of External Relations ... SCOTT HARDS, Michigan State University, was the bureau's intern for the summer. □

International Narcotics Matters

Deputy assistant secretary JERROLD MARK DION traveled to Vienna, Austria, July 28–August 1, as the senior adviser on the U.S. delegation to the first interregional meeting of heads of national drug law enforcement agencies. Program officer DIANNE H. GRAHAM was an adviser on the delegation ... Bureau communications management specialist ALBERT W. CARPENTER traveled to Bogota, Colombia, July 28–31, to inspect the Bogota station of the regional communications and information system, and other Colombian antinarcotics communications projects being established to combat narcotics trafficking in the area ... The bureau regional communications adviser, LUIS CORVALAN, was traveling to Venezuela, Colombia and Peru, July 21–August 19, to assist on various antinarcotic communications project requirements ... Program director CAESAR P. BERNAL traveled to Bogota, July 31, for consultations on narcotics control programs, and departed, August 2, for La Paz, to consult on a new narcotics control agreement.

People: GENE MARSHALL has joined the bureau as chief of the Asia Division, Office of Program Management. His last post was Beijing ... JACK KING, from the Drug Enforcement Administration, is on temporary detail to the bureau as senior adviser on enforcement ... Lieutenant Commander TOM R. WILSON JR. has joined the bureau as Coast Guard liaison CYNTHIA KRUCELYAK was selected for a secretarial position in the Executive Office ... ROBERT L. RETKA, deputy executive director, has left the bureau for a new assignment in Bangkok, Thailand ... JAMES GORMLEY has been assigned to Mexico as chief of the narcotics assistance unit ... ROBERT RICHMOND, former chief, Global Support Division, has retired. □

International Organization Affairs

Assistant Secretary ALAN L. KEYES conducted consultations with his counterparts in Ottawa, Bern, Bonn, London, Paris and Vienna ... He addressed the Lions Clubs International convention, in New Orleans, on South Africa, and spoke before the National Urban League conference, in San Francisco, on "Does South Africa Have a Future?" ... He spoke to the Law Student Division of the American Bar Association, in New York, and addressed the Committee to Combat UN-Sponsored Anti-Semitism and Anti-Zionism, also in New York. Both events were in

NEW YORK—At awards ceremony at U.S. mission to the United Nations: front row, *Chameli Herdes, Cheryl Gersh.* Second row: *Debra Ross, Douglas Waltz, Barbara Hachmann, Joan Slattery-Grippe, Maureen Guiney, Rose Tagliaferro, George Ford, Jerold Bozenhorn.* Third: *Margaret Gregal, Henrietta Lyle, Richard Miller, Richard Nygard, William Colgan, Richard Wuollet.*

conjunction with the American Bar Association's annual convention . . . He spoke at the B'nai B'rith annual convention, in Las Vegas, on "American Concerns at the United Nations," and participated in the American Political Science Association roundtable discussion of "International Organizations in American Foreign Policy: Theory and Practices."

ROBERT LUACES, political officer, Office of UN Political and Multilateral Affairs, traveled to Mexico, for bilateral arms control consultations, July 22–27 . . . He was to travel to Geneva, September 8–26, to attend the second biological weapons convention review conference . . . He will attend the NATO disarmament experts meeting in Brussels, September 29–30 . . . DAVID ETTINGER, political officer, was to travel to Zimbabwe for the nonaligned movement conference, August 26–September 7 . . . DALE LEACH, Office of UN System Budgets, attended the 33rd session of the UN Development Program governing council, in Geneva, June 2–27 . . . HARTFORD T. JENNINGS, chief, Agriculture Development Division, Office of International Development, was an observer at the UN Food and Agriculture Organization's regional conference for Latin America and the Caribbean, August 5–13, at St. Philip, Barbados.

People: ELLEN IVIE transferred from the Bureau of International Communications and Information Policy to the Office of the UN Ambassador . . . NINA NEVE transferred from the Bureau of Near Eastern and South Asian Affairs to the Office of UN Political Affairs . . . JUSTICE STEVENS transferred from the Bureau of Consular Affairs to the Office of International Conferences Programs . . . N. SHAW SMITH transferred from the Bureau of Inter-American Affairs to the Office of Deputy Assistant Secretary for UN Political Affairs . . . JAMES W. SHINN transferred from Bern to the Office of UN Political Affairs . . . WALTER MANGER transferred from Colombo to the Office of UN Political Affairs . . . SUEANNE FLAHERTY transferred from Guangzhou to the Office of the Assistant Secretary . . . KAREN BROTHERS transferred from Bureau of Administration to the Office of Administrative Services . . . ALBERT HARDY transferred from the Bureau of Administration to the Office of US Budgetary Presentation and Payments . . . PETER FROST transferred from the Office of International Development to the Outplacement Program . . . RICHARD KAUZLARICH, Office of the Deputy Assistant Secretary, has been reassigned to the Office of the Secretary of State . . . MILTON KOVNER, Office of UN Political Affairs, has been reassigned to the National Defense University . . . ALEXANDER LIEBOWITZ, Office of UN Political Affairs, has transferred to Brussels . . . NADIA O'SHEA, Office of Administrative Services, has been reassigned to the Bureau of European and Canadian Affairs . . . PAUL SCHLAMM, Office of UN Political Affairs, has been reassigned to the Bureau of European and Canadian Affairs . . . SABIHA STEPHENS, Office of Administrative Services, has been reassigned to the Bureau of European and Canadian Affairs . . . NEAL WALDROP, Office of UN Political Affairs, has been reassigned to the Bureau of International Communications and Information Policy . . . LUCY TAMLYN, Office of International Development, has been reassigned to economic training . . . DONALD JOHNSON, Office of International Development, has been reassigned to the Bureau of Oceans and International Environmental and Scientific Affairs . . . DAVID SCHIELE, Office of Technical Specialized Agencies, has transferred to Montreal . . . JAMES PAIGE, Office of International Conferences Administration, has transferred to Jeddah . . . WARREN HEWITT, Office of Human Rights and Women's Affairs, has been reassigned to the Bureau of Human Rights and Humanitarian Affairs. □

Management

Office of the Under Secretary: BILL EATON, special assistant to Under Secretary RONALD SPIERS, spoke to the "Presidential Classroom for Young Americans," June 23, about terrorism and the Department's diplomatic security initiatives . . . On June 25 Mr. Eaton traveled to Oklahoma City, to address the national conference of the National Association of Student Councils, on "U.S. Responsibilities to the Third World."

RAYMOND G. ROBINSON has assumed the position of deputy director in the Office of Equal Employment Opportunity and Civil Rights. □

Medical Services

Dr. JOHN TRIPLETT has finished one year of university training and, after language training, will be assigned to Mexico City . . . Dr. FERGUSON REID has departed La Paz and is en route to Abidjan . . . Dr. STANLEY WOLFE is studying Russian in preparation for his new assignment in Moscow . . . Dr. JOHN BLANTON is learning Spanish prior to his new assignment in La Paz . . . Dr. ARNOLD WEBER is in language training in preparation for his Santo Domingo assignment . . . Dr. JEROME KORCAK will return for a second tour in Manila after his home leave.

ELAINE LEACH, nurse practitioner, has completed her tour in Khartoum and transferred to Nairobi . . . SUSAN SMITH will start a year's university training at Tulane after completing her tour in Beijing . . . ASTRID RAVNHOLT has retired from the Foreign Service after 25 years overseas and in Washington . . . ANNE MURRAY has departed Paris and has started her new duties in the exam clinic here. □

Oceans and International Environmental and Scientific Affairs

Assistant Secretary JOHN D. NEGROPONTE addressed the annual meeting of the National Space Club, June 17, on "International Cooperation on the Space Station" . . . That

OCEANS AND INTERNATIONAL ENVIRONMENTAL AND SCIENTIFIC AFFAIRS—At an exhibit for World Environment Day, in the Department, *Richard Elliot Benedick*, center, deputy assistant secretary, cuts the ribbon. Others, from left, are staff members of the U.S. Man and the Biosphere Program: *Inez D. Hockaday*, *Phylis N. Rubin*, *Roger E. Soles*, and *Mae F. Pickett*. *(Photo by Ann Thomas)*

afternoon, he traveled to Ottawa, Canada, to lead the U.S. delegation for the initial meeting of the bilateral advisory and consultative group on acid rain, established by PRESIDENT REAGAN and Prime Minister BRIAN MULRONEY ... Mr. Negroponte visited Tijuana and Mexico City, July 16–17, for talks with Mexican environmental and fisheries officials. He was accompanied by EDMUND M. PARSONS, director, Office of Food and Natural Resources; REYNALDO MORALES, counselor for scientific affairs, Embassy Mexico; and JAMISON KOEHLER, Environmental Protection Agency. Together, they viewed construction of the new waste-water treatment plant in Tijuana ... On July 21 Mr. Negroponte addressed the annual conference of the Law of the Sea Institute, in Miami, on "Who Will Protect Freedom of the Seas?" ... At the end of the month, he participated in bilateral discussions with the Soviet Union on nonproliferation issues ... Principal deputy assistant secretary RICHARD J. SMITH led the U.S. delegation to the "Group of 5" law of the sea discussions, in Tokyo, June 30–July 3.

RICHARD ELLIOT BENEDICK, deputy assistant secretary for environment, health and natural resources, testified, June 9, on international aspects of climate change and ozone modification, before the Senate Subcommittee on Environmental Pollution, chaired by Senator John Chafee (R.-R.I.) ... On June 16, he addressed the international conference on the health and environment effects of ozone modification and climate change, sponsored by the Environmental Protection Agency and the UN Environment Program ... On June 17–18 he participated in the initial discussions, in Ottawa, of the bilateral advisory and consultative group on acid rain ... He briefed foreign embassy officials, July 3, on international implications of the recently-published U.S. safety regulations for biotechnology. The briefing was jointly sponsored with the White House Office of Science and Technology Policy ... From July 26–28 he participated in a Canada-U.S. symposium on acid rain, sponsored by Dartmouth College, at Holderness, N.H.

ROBERT COE, deputy director, Office of Environment and Health, led a delegation to the UN Economic Commission for Europe's second working group meeting on nitrogen oxides, July 7–11, in Geneva ... DAVE TROTTER, deputy director, Office of Food and Natural Resources, represented the Department on the U.S. delegation to the June 23–27 technical committee meeting of the convention on the international trade in endangered species of wild fauna and flora, in Lausanne, Switzerland ... OTHO E. ESKIN, director, Office of Advanced Technology, traveled to Tokyo and Ottawa, for discussions on international participation in the space station ... MICHAEL A.G. MICHAUD addressed a symposium on the space station in Hannover, West Germany, June 12 ... LINDA KUPFER and JOHN R. THOMAS, Office of Cooperative Science and Technology Programs, attended the annual meeting of the American Association for the Advancement of Science, in Philadelphia, May 26–30 ... FRED McGOLDRICK, director, Office of Nonproliferation and Export Policy, led working-level discussions with the Japanese, in the Department, June 18–25, on a new agreement for peaceful nuclear cooperation ... On June 30 ALLEN L. SESSOMS, director, Office of Nuclear Technology and Safeguards, testified, in Miami, on Soviet reactors in Cuba, before the Senate Governmental Affairs Subcommittee on Energy, Nuclear Proliferation and Government Processes, chaired by Senator THAD COCHRAN (R.-Miss.).

NANCY OSTRANDER, coordinator of population affairs, served as senior adviser on the official delegation to the meeting of the governing council of the UN Development Program, in Geneva, June 18–24, at which 1985 programs of the UN Fund for Population Activities were reviewed, and 1986 programs were approved ... She attended the population activities/World Bank special session on Africa, held immediately following the governing council meeting ... On July 25 she addressed the Foreign Service Institute course on multilateral diplomacy and international organizations, regarding population as a development issue ... DONALD G. JOHNSON has assumed the duties of deputy coordinator of population affairs, succeeding BRUCE C. ROGERS, who has been assigned to the Air Force Academy in Colorado Springs as political adviser. □

PERSONNEL—The new crew in the Junior Officer Division is on board, properly clad, ready for the new assignment cycle. From left: *Yvonne Gurney*, personnel assistant; *Craig Tymeson*, who handles officers whose names begin with A–G; *Martha Campbell*, H–O; *Dianne Ritter*, P–Z; and *Marshall McCallie*, division chief.

Personnel

New arrivals in the Office of Foreign Service Career Development and Assignments include MARSHALL McCALLIE, VANESSA BROOKS, YVONNE EVANS, DIANA RITTER, JOANNE ARZT, CHARLES STOUT, DOTTIE HECHT, MARGARET VELARDE, PAT MALLON, DOLORES PARKER and SHIRLEY DICKMAN ... African Assignments Division chief E. MICHAEL SOUTHWICK traveled to Africa for three weeks, beginning April 15, to consult with Department employees and post management officials on personnel and assignment matters. The intinerary consisted of posts in Ethiopia, Kenya, Somalia, South Africa, Lesotho, Nigeria and Ghana.

MICHELE R. JOY has entered on duty as chief, input/output branch, Operating Systems Division, Office of Management ... WILLIAM CRAFT, Human Resources Division, departed on July 3 to join the economic bureau ... CHESTER PHILLIPS has entered on duty as program analyst in the Human Resources Division. □

Politico-Military Affairs

On June 2 director H. ALLEN HOLMES addressed the Council on Foreign Relations, in New York, on arms control ... On June 5, he was sworn in as assistant secretary of state for politico-military affairs ... On June 6 he hosted the politico-military affairs awards ceremony ... On June 30 he attended the change-of-command ceremony, in Annapolis, for the retiring chief of naval operations, Admiral JAMES D. WATKINS, who was succeeded by Admiral CARLISLE A.H. TROST. Mr. Holmes traveled to Brussels to chair a meeting of the NATO Special Consultative Group, July 24.

Deputy assistant secretary PHILLIP HUGHES traveled to Pakistan, with JERRY LEACH, Office of Strategic Technology Affairs, and concluded negotiations on a technology transfer that was signed during the Pakistani

prime minister's visit to the United States ... Mr. Hughes and Mr. Leach were in Pakistan, July 5–10, to negotiate the strategic technology protection memorandum of understanding, which was signed, July 17, in Washington ... KEN PEOPLES, Office of Strategic Technology Affairs, attended meetings in Washington, July 28–August 1, with the European Space Agency, regarding cooperation on the space station project ... BRUCE PICKERING, Office of Theater Military Policy went to Vienna, June 27–July 5, for consultations at the mutual and balanced-force-reduction talks ... BENJAMIN TUA, Office of Theater Military Policy, went to Geneva, July 1, to serve as a member of the US delegation to the conference on disarmament; he replaced TOM REICH, who served on the delegation, June 8–28 ... RICHARD J. SLOTT, deputy director, Office of Munitions Control, spoke before an international operations workshop held by E-Systems, in Roaslyn, Va., June 26.

People: Arrivals: VLADIMIR LEHOVITCH joined the staff as deputy assistant secretary in the front office ... KATHLEEN KIRKER has joined the Executive Office staff as general services officer ... Colonel MICHAEL FRY has joined the staff of the Office of Strategic Nuclear Policy ... ALEXANDRA ASFOUR has joined the staff of the Office of International Security Policy, as an intern ... BLAIR MURRAY, BRIAN KNAPP and ANDREW ONATE have joined the staff of the Office of Security Assistance and Sales ... CHAROTTE JONES has joined the bureau as secretary to the senior adviser for congressional relations ... ELEANOR BUSICK and JAMES LAMONT have joined the Defense exchange program and are assigned to the Pentagon ... THEODORE PAPENDORP has joined the staff of the Office of Strategic Technology Affairs, for temporary duty ... EUGENE ZAJAC has been assigned as faculty adviser at the Armed Forces Staff College, Norfolk, Va. ... *Departures:* Colonel RALPH HALLENBECK, Office of the Director, returned to duty at the Pentagon, June 30 ... Lieutenant ROBERT AYER, a summer intern in the Office of International Security Policy, returned to the Coast Guard, June 25 ... PAULINE HAWKINS, Office of Theater Military Affairs, resigned in July ... Deputy assistant secretary TED McNAMARA departed for the Senior Seminar, August 1 ... EUGENE TADIE transferred to Belgrade, and CHRISTOPHER DELL transferred to the European bureau, both from the front office ... DAVID SCHWARTZ resigned in July, and ROBERT HANSEN transferred to the Bureau of Intelligence and Research. Both are from the Office of Strategic Nuclear Policy ... ALOYSIUS O'NEILL transferred to Rangoon, DONNA WRIGHT transferred to the inspector general's office and MAXINE TYLER transferred to the Near East bureau. All are from the Office of Strategic Technology Affairs ... JENNIFER WARD transferred to Dakar, and EUGENE PRICE to the Bureau of Intelligence and Research. Both are from the Office of Security Assistance and Sales ... BRUCE AMSTUTZ retired, June 20, and MAURICE BEAN on August 1. □

Program Inspector General

EDMUND T. DeJARNETTE has joined the office as deputy program inspector general, after having served as ambassador in Bangui ... MARY LEE GARRISON has joined the office as a professional development employee in the Office of Coordination and Review ... ROBERT J. McANNENY has become the new executive director, replacing CHARLES B. ANGULO, who has been reassigned to the Office of Protocol ... SANTA W. PARKER is the new administrative officer, replacing THERESA GROSSI, who retired ... HENRY AVALOS of the inspection staff has retired ... JOHN P. HEIMANN has departed to become deputy chief of mission in The Hague ... ELLEN McHALE was awarded a Superior Honor Award and a high-quality step increase ... C. THOMAS MERTZ has departed to Monrovia ... JOHN F. PERDEW has retired as assistant program inspector general for investigations ... MARINDA LANE joined the inspection staff as a secretary ... L. JEAN JOHNSTON is secretary to the program inspector general, replacing PATRICIA MALLON, who was reassigned as a career development officer ... MARGARET VELARDE, formerly Foreign Service secretarial inspector, was also reassigned as a career development officer. □

Public Affairs

Office of the Assistant Secretary: Deputy assistant secretary ROBERT M. SMALLEY was moderator for the young political leaders conference in the Department, June 13, and for the conference of educators, June 25 ... As State's liaison with "Operation Sail 1986," he represented the Department aboard the aircraft carrier John F. Kennedy, to review the parade of tall ships in connection with the Statue of Liberty centennial, July 4, in New York.

Office of the Historian: CAROL BECKER, assistant to the historian, will serve as chairwoman of the Association for Federal Information Resources Management, for 1986–87.

Office of Opinion Analysis and Plans: ALVIN RICHMAN, senior opinion analyst, briefed participants during bilateral U.S.-United Kingdom consultations on public affairs, at the Department, June 2 ... He briefed foreign correspondents attending a USIA-sponsored seminar on terrorism, at the Department, July 9 ... STEPHEN KANE, senior planning officer, spoke on South Africa and other foreign policy issues, to the University for Young Americans Program, at Baldwin-Wallace College, Berea, O., August 1 ... He presented an overview of the foreign policy process to the Lutheran Church-Missouri Synod youth gathering in the Department, August 5.

Office of Press Relations: JOSEPH W. REAP JR. joined the Office for Counter-Terrorism and Emergency Planning, August 4. He was with the Press Office seven years ... JIM ROBERTS received his 30-year length-of-service pin and certificate, July 31 ... DARLENE KIRK advanced the Secretary's trip to San Francisco, for meetings with the Australian foreign minister, August 6–12 ... GARY WAKAHIRO returned to Honolulu, August 15, having completed his internship ... LEONOR CONWAY joined the Bureau of Inter-American Affairs' Office of Press and Public Affairs, August 18.

Office of Public Communication: WEAVER L. KEMP, administrative services assistant with the Special Projects Staff, received his 40-year length-of-service certificate, July 31 ... KAMALA WEATHERS joined the Correspondence Management Division as a clerk-typist, July 10 ... Summer intern MICHELLE KU, with writer-editors DUSTY KREISBERG and CHRISTINE MacDONALD, attended the American Defense Institute's national security leadership seminar in the Dirksen Senate Building ... On July 15 the Correspondence Management Division presented Ms. MacDonald and MARIE BROWN cash awards for their performance ... DIANA McCAFFREY, writer-editor in the division, attended the Foreign Service Institute's area studies course on the Middle East, August 11–12.

Office of Public Programs: JANICE SETTLE, coordinator for the Secretary's domestic public appearances, was presented, by SECRETARY SHULTZ, the Department's Superior Honor Award, July 30 ... On July 30, Ms. Settle, with Media Principals Division chief DAVID CARDWELL, advanced the Secretary's remarks before the President's Export Council, at the Capitol-Hilton Hotel ... Mr. Cardwell and media liaison officer MARY KENNEDY organized the Secretary's appearance at a seminar on terrorism for foreign media representatives, July 9 ... Ms. Kennedy was manager of the day-long seminar, which featured Ambassador ROBERT OAKLEY ... Regional programs officers EILEEN McCORMACK and NANCY STONE traveled to Salt Lake City, July 9–11, to conduct preliminary planning meetings for a regional foreign policy conference scheduled for October 18 ... Regional programs officers FRANK FINVER and MONICA JANZER visited Baltimore, July 14, to meet with representatives of the Baltimore Council on Foreign Affairs, who are cosponsoring another regional conference, scheduled for the Sheraton Inner Harbor Hotel on September 19.

People: ELLEN LOVINS joined the staff of the Office of the Executive Director as secretary for the Budget Office. She transferred from the Bureau of Administration ... PHIL SAVITZ departed the Press Office on June 13. He is now in consular training ... DELORES MILLS was promoted from the Bureau of Consular Affairs to the Office of Public Communication as secretary to the chief of the Special Projects Staff ... KAMALA WEATHERS was promoted from the Office of the Comptroller to serve as a clerk-typist in the Correspondence Management Division. ■

Obituaries

W. Averell Harriman, 94, who served under Presidents Roosevelt, Truman, Kennedy and Johnson and was a central figure in U.S.-USSR relations, died of kidney failure and pneumonia on July 26 at his home in Yorktown Heights, N.Y.

Mr. Harriman (1969)

Mr. Harriman was special representative to the Soviet Union with the rank of ambassador, 1941–43, and ambassador to that nation, 1943–46. In 1963 he negotiated the limited test ban treaty, which was the first major arms control pact between the United States and the Soviet Union. He went to Moscow on his own at age 91 to meet with Soviet leader Yuri V. Andropov. During his career, he met with Soviet leaders Leon Trotsky, Joseph Stalin, Nikita Khrushchev and Leonid Brezhnev.

His death was mourned in statements issued by among others, President Reagan, Secretary Shultz, former Secretaries Rusk and Vance, New York Governor Mario Cuomo and New York Mayor Edward I. Koch, who ordered all city flags flown at half staff. Political leaders, friends and colleagues attended his funeral service at St. Thomas Episcopal Church in New York on July 28. A memorial service is being held at Washington Cathedral on September 16.

Born into a wealthy industrial family in New York, Mr. Harriman was graduated from Yale in 1913 and became vice president of the Union Pacific Railroad in 1915. He served as chairman, 1932–46. He was chairman of the Merchant Shipbuilding Co., 1917–25. Having served as director of the Illinois Central Railroad since 1915, he became chairman of its executive commitee in 1931 and held that position until 1946.

In 1933 Mr. Harriman became a member of the Business Advisory Council for the Department of Commerce. He was chairman of the council, 1937–1939. He was New York state chairman of the National Recovery Administration, 1934–35. After serving as chief of the materials branch for the Office of Production Management, he was appointed special representative to Great Britain with the rank of minister in 1941. During 1946 he served as ambassador to Great Britain from April until October, when he was appointed secretary of commerce.

From 1948–50, Mr. Harriman was U.S. representative in Europe under the Economic Cooperation Act, and European director of the Marshall Plan. Subsequent appointments were as special assistant to the president, 1950–51; American representative on the NATO commission to study Western defense plans, 1951; and director of the Mutual Security Agency, 1951–53.

Mr. Harriman was governor of New York, 1954–58. In 1961, after serving as an ambassador-at-large for nearly 10 months, he was appointed assistant secretary of state for Far Eastern affairs. He was under secretary for political affairs, 1963–65, and ambassador-at-large, tasked with negotiating a peaceful solution to the Vietnam war, 1965–68. At the Vietnam negotiations in Paris, 1968–69, he was delegation chief. For several years, beginning in 1974, he was chairman of the political task force of the advisory council of the Democratic National Committee.

On learning of the death of W. Averell Harriman, President Reagan issued the following statement:

The world has lost one of her most respected statesmen. The death of Averell Harriman closes a chapter in diplomatic history which only someone of his talent and stature could have written. Nancy and I offer our sympathy to his wife, Pamela, and to his family. On behalf of my predecessors whom he served with such loyalty and dedication, I join all who mourn his passing.

* * *

The following statement was issued on behalf of Secretary Shultz:

W. Averell Harriman was one of the most distinguished statesman of the 20th century.

Few diplomats have served their country in as many important capacities or taken part in so many history-shaping events.

During a diplomatic career that spanned almost three decades, Ambassador Harriman served as U.S. ambassador to both the Soviet Union and Great Britain, and filled many high-level positions in the Department. He was the man who made the lend-lease program work. He was a key adviser to Presidents Roosevelt and Truman at the historic conferences in Teheran, Yalta and Potsdam. His close working relations with leaders of our principal wartime allies were indispensable to the Allied war effort.

In the years after the war he led the hugely successful Marshall Plan program for the recovery of Europe. In the 1960s he negotiated the neutrality agreement ending the Laotian civil war. He was instrumental in negotiating the limited nuclear test ban treaty. At the close of the decade he served as the head of the U.S. delegation to the Paris peace talks on Vietnam.

During his years of retirement, Ambassador Harriman maintained his active interest in world affairs and continued to advise Presidents, members of Congress and world leaders on the important foreign policy issues of the day. His advice always reflected his deep love for his country and its best interests. His loss will be deeply felt.

Secretary and Mrs. Shultz wish to express their heartfelt condolences to Mrs. Harriman and to the rest of the Harriman family. With them go the condolences of the many thousands of State Department and Foreign Service personnel, past and present, who had the honor of knowing and working with Ambassador Harriman. While we all mourn his passing, we are comforted and uplifted by the knowledge that his was a long life, nobly spent, in the best traditions of American diplomacy. □

With an endowment of $10 million from Mr. Harriman, Columbia University established the W. Averell Harriman Institute for Advanced Study in 1982.

Mr. Harriman leaves his wife, two daughters from a previous marriage, six grandchildren, six great-grandchildren and a stepson. □

Benedict E. Finotti, 64, a systems accountant in the Office of the Comptroller General, died at his home on July 13.

Mr. Finotti

Mr. Finotti worked as a supervisory accountant for the General Accounting Office from 1950 until he joined State in 1964. His assignments included the Bureau of Administration auditing staff as an auditor, the Financial Services Division as a supervisory operating accountant, and the Office of Budget and Finance as a fiscal specialist, accountant, financial systems officer, financial management systems analyst and systems accountant.

A native of Washington, Mr. Finotti was graduated from Georgetown University. Survivors include his wife, a son and a daughter. □

Robert T. Taylor, 43, a compliance specialist in the Office of Equal Employment Opportunity and Civil Rights since 1981, died on July 5 at George Washington University Hospital.

Mr. Taylor was born in Montrose, Ala. After graduating from Southern Illinois University, he served in the Peace Corps for two years, in Guinea and Senegal. He taught public school in Philadelphia, 1967–69, then worked in Chicago for Action, where he was a program officer, 1969–74, and a country desk officer, 1975–81.

Survivors include his mother and a sister. □

Francis J. Galbraith, 72, a former ambassador to Singapore and Indonesia, died of renal failure, resulting from multiple myeloma, on June 25 at George Washington University Hospital.

Mr. Galbraith (1969)

In 1966 Mr. Galbraith was selected by President Johnson to be the first American envoy to Singapore when that nation gained its independence. Appointed ambassador to Jakarta in 1969, he was awarded a First Service Star from Indonesian President Suharto for his efforts to enhance relations between the United States and Indonesia.

Earlier in his 28-year career, Mr. Galbraith served in Hamburg as vice consul, in Medan as consul, in London as first secretary, and in Jakarta as political officer, chief of the polical section and then minister-counselor. Washington assignments included those of Indonesia desk officer, 1951–55, and Foreign Service inspector, 1965–66. After retiring in 1974, he worked as a consultant on international affairs and was a visiting scholar at the Harvard University Center for International Affairs.

A native of Timber Lake, S.D., Mr. Galbraith spent his early youth on a ranch and later worked as a ranchhand. He earned bachelor's degrees at the University of Washington and the University of Puget Sound, where he also received an honorary doctorate in 1980. From 1948–49, he attended the Yale University Graduate School. He served in the Army, 1941–45. Shortly before his death, he wrote an autobiographical sketch entitled "Cowboy, Soldier, Diplomat."

Survivors include his wife, a son and a daughter. Contributions are suggested to Diplomatic and Consular Officers, Retired. □

Jack S. Komitor, 63, a consular officer who retired in 1983, died on May 27.

Beginning his career in 1957, Mr. Komitor served as a clerk in Benghazi and Paris, as a general services assistant and visa assistant in Hong Kong, as a consular assistant in Manila, Managua and Asuncion, and as a consular officer in Bogota and Vancouver. Assigned to the Bureau of Consular Affairs in 1974, he worked in the Office of Special Consular Services and the Office of Overseas Citizens Services.

Mr. Komitor was a graduate of Alfred University in New York. Survivors include his wife and two sons. □

William P. Snow, 78, a career minister who was ambassador to Burma, 1959–61, and ambassador to Paraguay from 1961 until he retired from State in 1967, died on June 1.

Mr. Snow (1958)

Mr. Snow was deputy assistant secretary for inter-American affairs, 1957–59, and minister-counselor in Mexico City, 1954–57. Other assignments during his 33-year career took him to Oslo as counselor, Stockholm and St. Johns as consular officer, San Jose as economic officer, and Limas as consular and economic officer. In 1948 he was a State Department member and secretary of the U.S. section on the Permanent Joint Board on Defense for the United States and Canada. He was appointed officer-in-charge of dominion affairs in 1949, and was detailed to the National War College in 1974.

Mr. Snow was born in Bangor, Me. From 1925–30, he attended Bowdoin and Tufts. He was employed by the Farm Credit Administration, 1932–34. Survivors include his wife, a son and three daughters. □

Richard C. Andre, 62, a Foreign Service officer assigned to the Office of Foreign Buildings in 1983, died on July 21.

Mr. Andre served in Rio de Janeiro as administrative officer, in Guatemala as counselor for administrative affairs, in Kingston as budget and management officer, and in Tokyo, Kuala Lumpur and Seoul as budget and fiscal officer. Beginning his career in the Civil Service in 1950, he worked in the Department as a statistician, administrative officer and auditor, and budget analyst before converting to the Foreign Service in 1965.

A native of Ohio, Mr. Andre was graduated from Ohio University. He served in the Army, 1943–45. Survivors include two daughters. □

Dr. Carl C. Nydell, 60, a medical officer who retired in 1981, died after a long illness on June 15, in Phoenix, Ariz.

Dr. Nydell

Joining State in 1961, Dr. Nydell served in Accra, La Paz, New Delhi, Nairobi, Santo Domingo and Moscow. He was deputy assistant secretary for medical services, 1972–75, and deputy medical director, 1968–71.

A native of California, Dr. Nydell was graduated from La Sierra College and earned his medical degree at Loma Linda University. He served in the Army, 1944–46. Survivors include his wife, three daughters and a son. The family suggests contributions to the American Cancer Society. □

Frederick R. Carson, 74, who was counselor for administration in Geneva, 1965–68, died on July 18.

Mr. Carson was an administrative officer in Manila, Geneva and Rabat. Department assignments included deputy director of the executive staff for UN affairs, and deputy director of the Office of International Administration. He retired in 1971 after a three-year assignment as a Foreign Service inspector.

Mr. Carson was born in Charlotte, N.C. From 1943–46, he served in the Navy. Other employment included the Department of Agriculture, 1938–43, the UN Relief and Rehabilitation Administration in Shanghai, 1947, and the American mission for aid to Greece, 1948–49. Survivors include his wife, a son, a daughter and a granddaughter.

Willie L. McNeil, 53, a paralegal specialist in the Bureau of Consular Affairs, Passport Services Directorate, from 1977 until he retired in 1983, died on April 21.

Mr. McNeil

Joining the Department in 1956, Mr. McNeil served his entire career in Consular Affairs. He was a clerk, 1956–58; mail assistant, 1958–62; consular assistant, 1962–66; staff assistant, 1966–68, and passport and citizenship officer, 1968–77.

Mr. McNeil was born in North Carolina. From 1952–54 he served in the Marine Corps. Survivors include his wife; his daughter, Lattice McNeil, who works in Inter-American Affairs; and his parents. □

Marjorie M. Whiteman, 87, a Department assistant legal adviser and counselor on international affairs from 1965 until she retired in 1970, died of a heart attack on July 6 at her home in Liberty Center, O.

Ms. Whiteman (1970)

Joining State in 1929, Ms. Whiteman worked as an attorney and legal adviser specializing in inter-American affairs and international organizations. She helped draft the UN charter in 1945 and the Universal Declaration of Human Rights in 1948. In 1949 she was named assistant legal adviser for American republic affairs. Ms. Whiteman participated in the first UN conference on the law of the sea in 1958.

Her honors included the National Civil Service League Career Service Award in 1958, the American Society of International Law Award for Merit in 1965, the Department's Distinguished Honor Award in 1966, and the American Society of International Law Manley O. Hudson Medal in 1985. She was the author of "Damages in International Law" (1937–43) and a digest of international law (1963–72).

A native of Liberty Center and a member of the Ohio bar, Ms. Whiteman was graduated from Ohio Wesleyan University. She earned her law degrees at Yale and was editor of the Yale Law Review. Survivors include two sisters. □

Nita Jo Nelson, 63, a Foreign Service secretary who retired in 1979, died on July 17. Beginning her career in 1957, she served in Brussels, Tehran, Paris, Nassau, Guatemala and Caracas. She was assigned to the Bureau of European Affairs, 1957–58 and 1968–71. There are no known survivors. □

Astrid N. Carter, 76, a Foreign Service nurse who retired in 1977, died on May 26 at her home in Ottawa, Ill.

Joining the Foreign Service in 1967, she was assigned to Kabul. From 1967–77, she served in the Office of Medical Services.

Ms. Carter was born in Ontario, Canada. She was a graduate of Augustana School of Nursing in Chicago. Survivors include a son, a daughter, a brother, three sisters, seven grandchildren and four great-grandchildren. □

Roswell M. Parrott, 74, a Foreign Service officer who retired in 1962, died last October 24, STATE was informed recently.

His assignments included Salvador da Bahia as consular officer and Rio de Janeiro as security officer, second secretary and consular officer.

Mr. Parrott was born in Watertown, N.Y. He was a graduate of American University. Survivors include two daughters. □

Hilliard Roderick, 63, a science officer who retired in 1978, died on May 25. Mr. Roderick served in Paris, at the Organization for Economic Cooperation and Development, 1965–78. Survivors include his wife. □

Jorge E. Paiz, 86, a Foreign Service employee who retired in 1962 after serving his entire career in his birthplace, Guatemala City, died on March 21.

Joining the Service in 1929, he was a clerk, 1929–47; a consular assistant 1947–56; and an economic assistant, 1956–62. Survivors include a daughter. □

Frances B. Simons, 70, a Foreign Service employee who served in Montreal for 36 years, died on May 13.

Ms. Simons was born in Augusta, Ga. Joining the Service in 1938, she was assigned to Montreal as a messenger. She was a clerk, 1940–50, an assistant disbursement officer, 1950–56, and an administrative assistant, 1956–74.

There are no known survivors. □

Mathilde Gaertner, a Foreign Service national employee who retired in 1985 after 38 years of service in the administrative section of the consulate in Munich, died on June 4. The consulate has established an account to receive donations to purchase a marble marker for her gravesite. Donations may be sent to the budget and fiscal officer, by check or by cable, as a transfer of funds to 19X6809– 537266–4240. □

Hans J. Heckmann, 77, the husband of retired Foreign Service officer Elizabeth Earle Heckman, died on March 28 in the Audie Murphy Veterans Memorial Hospital in San Antonio, Tex.

Mr. Heckmann was a contract employee at the U.S. embassy in Mexico, where his wife was assigned. He was a lieutenant colonel in the Army and served on General Dwight D. Eisenhower's staff at supreme headquarters in Paris and Versailles. Mr. Heckmann also worked for banks and brokerage firms on Wall Street.

A native of New York, he earned a master's at Columbia and a bachelor's at the University of Pennsylvania. Survivors include his wife and a daughter. □

Lannie Grider Wisgerhof, 38, the wife of Foreign Service officer Paul R. Wisgerhof, died of cancer on May 24 at Northern Virginia Hospice. She had accompanied her husband on assignments in Japan, Ecuador, Germany, Mexico, Venezuela and Peru.

Ms. Wisgerhof was born in Missouri. She attended the University of Arizona. In addition to her husband, who is assigned to the Office of Asian Affairs, she leaves two sons, a daughter, her parents and a sister. □

Velma Spooner Dawson, 93, the widow of Foreign Service officer Owen Dawson and a former president of the China Tiffin Club, died of a heart attack on May 3 at Sibley Hospital.

Ms. Dawson had accompanied her husband on assignments to Germany, China, Korea, Thailand and Iraq. She studied art while abroad. She was a member of the Corcoran Gallery of Art.

A native of Decatur, Ill., Ms. Dawson was graduated from the Bloomington Normal School and taught school in Illinois before her marriage in 1925. Survivors include her daughter, two sons, a sister, a brother and three grandchildren. The family suggests contributions to the DACOR Education Fund, 1776 D St. N.W., Washington, D.C. □

Maria d'Agostino Booth, the wife of Foreign Service officer Richard T. Booth, died of cancer in Brussels on June 23. She had accompanied her husband on assignments to Monterrey, Veracruz, Tegucigalpa, Washington, Oslo, Rome, Bogota, Lima and Brussels, where Mr. Booth is now serving.

Born in 1933 in Milan, Italy, Ms. Booth was graduated from Milan's Brera Academy and the National Tourism School. A travel agent before her marriage, she was also an artist whose work was exhibited at several posts. In addition to her husband, she leaves a daughter. ■

SAN SALVADOR, El Salvador—Marine *Michael H. Cooper* at dedication of a monument in honor of U.S. and Salvadoran employees who gave their lives in service to the embassy.

Library Booklist

East Africa

Part II

The Comoros, Madagascar, Mauritius and the Seychelles

BROWN, MERVYN. *Madagascar Rediscovered: A History from Early Times to Independence*. London, Damien Tunnacliffe, 1978. 310p. DT469.M27B77

FRANDA, MARCUS. *The Seychelles: Unquiet Islands*. Boulder, CO, Westview, 1982. 140p. DT469.54F72

JOLLY, ALISON. *A World Like Our Own: Man and Nature in Madagascar*. New Haven, Yale Univ. Press, 1980. 272p. QH77.M28J64

LANDELL-MILLS, PIERRE. *The Comoros: Problems and Prospects of a Small, Island Economy*. Washington, World Bank, 1977. 177p. (on order)

MANCHAM, JAMES R. *Paradise Raped: Life, Love and Power in the Seychelles*. London, Methuen, 1983. 256p. DT469.S483M35

OSTHEIMER, JOHN M., ed. *The Politics of the Western Indian Ocean Islands*. New York, Praeger, 1975. 260p. JQ3466.P64

RAISON-JOURDE, FRANCOISE, comp. *Les Souverains de Madagascar: L'Histoire Royale et Ses Resurgences Contemporaines*. Paris, Karthala, 1983. 476p. DT469.M285S67.

RENE, FRANCE A. *Seychelles, the New Era*. Victoria, Ministry of Education and Information, 1982. 239p. DT469.S48R6

SIMMONS, ADELE. *Modern Mauritius: The Politics of Decolonization*. Bloomington, Indiana Univ. Press, 1982. 242 p. DT469.M47S55

WRIGHT, CAROL. *Mauritius*. Harrisburg, PA, Stackpole Books, 1974. 179p. DT469.M4W7

Djibouti and Somalia

ADAM, HUSSEIN M., comp. *Somalia and the World: Proceedings of the International Symposium* . . . Mogadishu State Printing Press, 1980. 2 vols. DT407.S643

BURGETT CHARLES L. and CHARLES M. HEYDA. *Gazetteer of Somalia*. Washington, Defense Mapping Agency, 1982. 231p. DT401.2.B87

CLARKE, WALTER S. *A Developmental Bibliography for the Republic of Djibouti*. Djibouti, Clarke, 1979. 250p. Z3687.C56 Ref.

FITZGIBBON LOUIS. *The Betrayal of the Somalis*. London, Rex Collings, 1982. 114p. DT407.F58

LAUDOUZE, ANDRE. *Djibouti: Nation-Carrefour*. Paris, Karthala, 1982. 231p. DT411.22.L38.

LEWIS, I. M. *A modern History of Somalia: Nation and State in the Horn of Africa*. Rev. ed. New York, Longman, 1979. 279p. DT403.L395 1979

NELSON, HAROLD D., ed. *Somalia, a Country Study*. 3rd ed. Washington, Foreign Affairs Studies, American Univ., 1982. 346p. DT401.K36 1982

SAINT VERAN, ROBERT. *A Djibouti avec les Afars et les Issas*. Tous Droit Reserves, 1977. 272p. JQ3421.A3 1977 S342

SAMATAR, SAID S. *Oral Poetry and Somali Nationalism* . . . New York, Cambridge Univ. Press, 1982. 232p. PJ2534.M39Z87

Ethiopia

BENDER, M. LIONEL, ed. *Peoples and Culture of the Ethio-Sudan Borderlands*. East Lansing, African Studies Center, Michigan State Univ., 1981. 214p. GN652.S93.P46

COHEN, JOHN M. and PETER H. KOEHN. *Ethiopian Provincial and Municipal Government: Imperial Patterns and Postrevolutionary Changes*. East Lansing, African Studies Center, Michigan State Univ., 1980 317p. JS7755.2.A2C63 Ref.

DESSALEGN RAHMATO. *Agrarian Reform in Ethiopia*. Uppsala, Sweden, Scandinavian Institute of American Studies, 1984. 105p. HD1333.E8D468.

ERLIKH, HAGAI. *Ethiopia and Eritrea during the Scramble for Africa: A Political Biography of Ras Alula 1875–1897*. East Lansing, African Studies Center, Michigan State Univ., 1982. 221p. DT386.73.A48E74

GABRE-TSADICK, MARTA. *Marta, a Refugee's Story*. London, Triangle, 1983. 128p. DT387.954.G3A37

HALLIDAY, FRED and MAXINE MOLYNEUX. *The Ethiopian Revolution*. London, NLB, 1981. 304p. DT387.95.H35

HANCOCK, GRAHAM. *Ethiopia: The Challenge of Hunger*. London, Gollancz, 1985. 127p. HC845.Z9F345

KESSLER, DAVID. *The Falashas: The Forgotten Jews of Ethiopia*. New York, African Pub., 1982. 182p. DS135.E75K47

LEFORT, RENE. *Ethiopia, an Heretical Revolution?* London, Zed, 1983. 301p. DT387.95.L4213

MARCUS, HAROLD G. *Ethiopia, Great Britian, and the United States, 1941–1974; The Politics of Empire*. Berkeley, Univ. of California Press, 1983. 205p. DT387.9.M37

NELSON, HAROLD D. and IRVING KAPLAN eds. *Ethiopia, a Country Study*. 3rd ed. Washington, Foreign Area Studies, American Univ., 1981. 366p. DT378.2.A5 1981 Ref.

PARFITT, TUDOR. *Operation Moses: The Untold Story of the Exodus of the Falasha Jews from Ethiopia*. London, Weidenfeld and Nicolson, 1985. 131p. DT380.4.F3P37

POOL, DAVID. *Eritrea: Africa's Longest War*. London, Anti-Slavery Society, 1982. 79p. DT394.P66

SCHWAB, PETER. *Ethiopia: Politics, Economies, and Society*. Boulder, CO, Lynne Rienner Publishers, 1985. 134p. DT387.95.S39

SHERMAN, RICHARD. *Eritrea, the Unfinished Revolution*. New York, Praeger, 1980. 197p. DT395.5.S53

SPENCER, JOHN H. *Ethiopia at Bay: A Personal Account of the Haile Selassie Years*. Algonac, MI, Reference Publications, 1984. 397p. DT387.7.S66

Sudan

ABBAS, AHMED MOHAMED. *White Nile Arabs: Political Leadership and Economic Change*. London, Athlone Press, 1980. 193p. DT132.A2

BALAMOAN, G. AYOUB. *History of Human Tragedies on the Nile, 1884 to 1984*. Cambridge, MA, Harvard Univ. Center for Population Studies, 1981. 517p. HB3661.8.A3B34 pt. 1

BERAR-AWAD, AZITA, ed. *Towards Self-Reliance: A Programme of Action for Refugees in Eastern and Central Sudan: Report of the ILO/UNHCR Project* . . . Geneva, ILO, 1984. 571 p. HD5839.3.T68

COLLINS, ROBERT O. and F. M. DENG. *The British in the Sudan 1898–1956: The Sweetness and the Sorrow*. London, Macmillan, 1984. 258 p. DT156.7.B75

COLLINS, ROBERT O. *Shadows in the Grass: Britain in the Southern Sudan, 1918–1956*. New Haven, CT, Yale Univ. Press, 1982. 494 p. DT156.7.C64

HOLT, PETER MALCOLM and M. W. DALY. *The History of the Sudan: From the Coming of Islam to the Present Day*. 3rd ed. Boulder, CO., Westview Press, 1979. 250 p. DT108.H65 1979

MAHMOUD, FATMA BABIKER. *The Sudanese Bourgeoisie: Vanguard of development?* London, Zed Books, 1984. 170 p. HT690.S83M34

MALWAL, BONA. *People and Power in Sudan: the Struggle for National Stability*. London, Ithaca Press, 1981. 277 p. JQ3981.S8A435

MALWAL, BONA. *The Sudan, a Second Challenge to Nationhood*. New York, Thornton Books, 1985. 42 p. DT157.5.M35

NELSON, HAROLD D., ed. *Sudan, a Country Study*. 3rd ed. Washington, Foreign Area Studies, American Univ., 1983. 365p. DT154.6.S93

OESTERDIEKHOFF, PETER and KARL WOLMUTH, eds. *The Development Perspective of the Democratic Republic of Sudan: The Limits of the Breadbasket Strategy*. Munich, Weltforum, 1983. 339 p. HC835.D48

SANDERSON, LILLIAN PASSMORE and NEVILLE SANDERSON. *Education, Religion and Politics in Southern Sudan, 1899–1964*. London, Ithaca Press, 1981. 511 p. LA1649.S8S353

VOLL, JOHN OBERT and SARAH POTTS VOLL. *The Sudan: Unity and Diversity in a Multicultural State*. Boulder, CO, Westview, 1985. 178 p. DT154.6.V65

WAI, DUNSTAN M. *The African-Arab Conflict in the Sudan*. New York, Africana Pub. Co., 1981. 234p. DT157.67.W34

ZULFAKAR SABRY, HUSSEIN. *Sovereignty for Sudan*. London, Ithaca Press, 1982. 136 p. DT82.5.S8Z84 ■

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State

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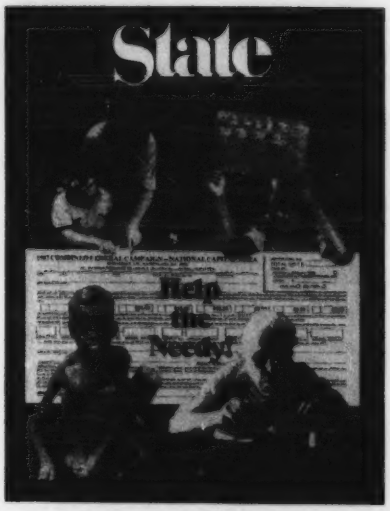

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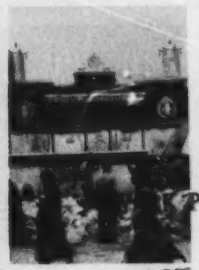

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Letters to the Editor

Gorilla update

WASHINGTON

DEAR SIR:

To follow up on my story of the gorillas in the July issue: A friend, Alice Hellerstein, with USIA in Amsterdam, has sent me a news clipping reporting that the Dutch prime minister attended a grand opening of a 6,000-square-meter outdoor enclosure at Arnhem Zoo, built especially for the seven gorillas. It appears the gorillas have found a good home.

However, lest anyone become too complacent about trade in endangered species, a recent article from the Chicago Tribune, quoting the director of the San Francisco Zoo, gave the following market prices for various animals: Gorilla (female): $100,000; giant pandas: $1,000,000 a pair; okapi (akin to a giraffe, from Zaire): $100,000; white tiger: $75,000 and rising; Asian one-horned rhinoceros: $125,000; giraffe (if from Africa rather than a zoo): $25,000; snow leopard: $10,000; penguin: $1,000; lions and Bengal tigers: available for postage and handling from just about any zoo to which you would care to write.

There continues to be a lively trade in endangered birds from South America and in other animals around the world, so continued vigilant enforcement of the convention on international trade in endangered species is important.

Sincerely,
RICHARD M. SHERMAN
Office of Ocean Law and Policy □

AIDS

WASHINGTON

DEAR SIR:

I would like to know, as would several of my colleagues in the Foreign Service and in the Department, whether or not the Department has a stated policy as to treatment of its personnel who contract AIDS.

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Executive editor Francis J. Matthews
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Staff assistant Arlene Stratton □

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There are 11 monthly issues (none in August). Deadline for submitting material for publication usually is the 10th of each month. Contributions (consisting of general information, articles, poems, photographs, art work) are welcome. *Double-space* on typewriter, spelling out job titles, names of offices and programs—*acronyms are not acceptable.*

Black-and-white, glossy-print photos reproduce best. Each photo needs a caption, double-spaced, identifying all persons left to right. Send contributions to STATE magazine, DGP/PA, Room B-266. The office telephone numbers are (202) 647-2019,-1648 and -1743.

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The South African Challenge

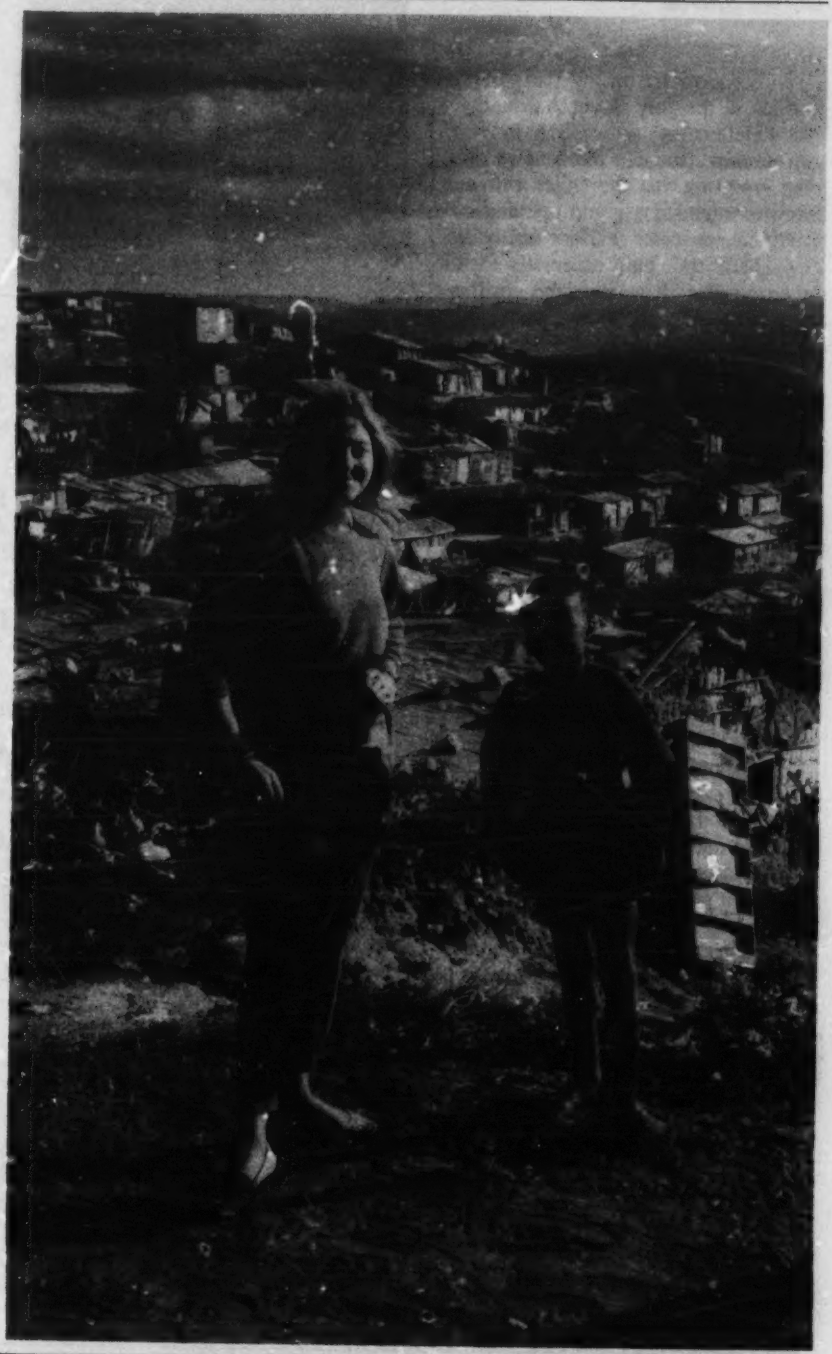
How do American diplomats fare in the land of apartheid?

'I'm doing what all of us have to do,' says one. 'I'm keeping an open mind'

IN A LAND of incomparable beauty, where the Atlantic and Indian Oceans meet, with mountains and veldt and gleaming, ultramodern cities spreading out between them, the United States is responding to a crucial diplomatic challenge by fielding a team of Foreign Service officers that includes Leslie Ann Bassett. She in turn faces a challenge. She must be a careful observer, balancing her feelings as an American with her duties as a diplomat.

Ms. Bassett is assigned to the Republic of South Africa. Her post is Durban, site of a U.S. consulate general on the Indian Ocean. The port in this metropolitan area of some 1.5 million persons is the continent's largest; the beaches (invaded occasionally by sharks) are among the most inviting in Africa, highly developed for tourism. Durban is affluent and in many respects much like an American city—but not demographically. Whereas Baltimore, Cleveland, St. Louis, San Francisco classically consist of Little Italys, Chinatowns, Irish, Polish, Jewish and other ethnic neighborhoods, side by side, Durban is a city of concentric rings. The inner ring in general is inhabited by whites, the next by coloreds, the third by people with roots on the Indian subcontinent, and the fourth by blacks. This is one pattern of apartheid, a system through which the whites control a nation from its strategic centers. But the system also finds the whites trapped in a bull's eye—under pressure from the outer rings, a target for world criticism.

Ms. Bassett crosses these rings day by day, and goes beyond them into the hinterland, in her role as a consular officer who spends most of her time assisting consul general Martin L. Cheses with political reporting. "When I'm out there," she says, "anywhere out of this



***Leslie Ann Bassett* with a young South African, in a Zulu squatter area outside Durban.**
(Photo by Sanford Watzman)

Downtown Cape Town. ***(Photo by Debbie Lowe)***

Outdoor bathroom at a Johannesburg shopping center. ***(Photo by Virginia Stigliani)***

office, I'm doing what all of us have to do as Foreign Service officers. I'm concentrating on keeping an open mind. Whether I'm talking to blacks in the townships or to whites in the government, I have to hear clearly what they're saying. I don't have to agree with them, of course, but I do have to understand their line of argument. I have to trace this to the positions they're taking and to seeing where they diverge. Because, ultimately, our goal is to identify points where they might converge. That's the challenge right now for us—to help in this process, if the process ever gets going. That's why I'm here, to provide this information to Washington. The policy-makers have to know where the possibilities might be, where opportunities might exist, for the United States to play a constructive role."

American values

But make no mistake about Ms. Bassett. She is not a dispassionate scholar from some other planet, given effortlessly to cool analysis. She's of this world, specifically of America, reared and educated in California. Her values are American. "I feel it's part of my job," she says, "to live as an American, whether I'm here or back home or in Nicaragua (her last post). After all, I represent the United States here and what we stand for. An American knows by now that skin color says nothing about the merits of a person. So it's not surprising that socially I have white and nonwhite friends. I don't mean that I have to make a point of it, that I have to go out of my way, for instance, to spoil somebody's day here. Still, I'm not going to compromise my values, and I don't have to. I might have to set them aside for a while, to deal with a situation professionally, or I might even call on those values to help me in another type of situation. But being an American here and being also in the diplomatic service—it's interesting, even if it isn't always easy."

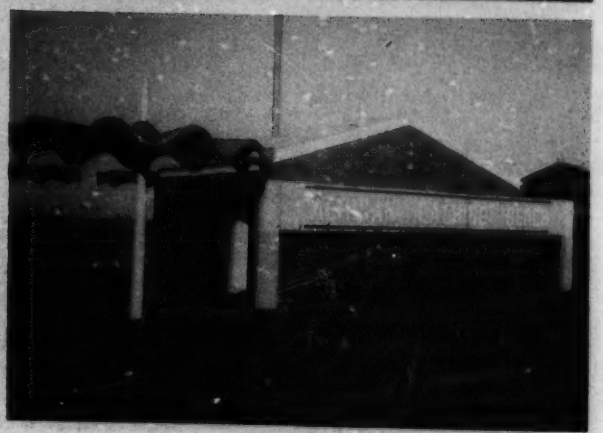
This tautness on the job that Ms. Bassett feels is shared, as this reporter

found, by virtually all of her Foreign Service colleagues in South Africa, whether they're in Durban with her; in Pretoria, the administrative capital; in Johannesburg, the industrial and financial center; or in Cape Town, the legislative capital. To understand this country that is both of the Third World and the First, they must at the outset rethink old frames of reference and establish a new one. For they serve in the only nation in the world where people are segregated by law. This is a country twice the size of Texas, even, in certain superficial ways, resembling the Lone Star State. Both were born of a rebellion against an outside power; in both there was an aboriginal population as well as an imperial power; both today can boast of large urban centers, combined with immense open spaces. But in another sense, South Africa is becoming the Lone Star State of the world. Apartheid is making it a near pariah in the community of nations.

South Africa is a country where whites are the minority group and where the nonwhite "minorities," as Americans call them, are really the majority. This is where it's the *public* schools that are segregated, while the private schools are integrated; where disarming exceptions to apartheid coexist with an otherwise rigid legal code, in the form of mixed railroad cars joined with segregated cars; a mixed beach near segregated beaches; South African blacks being served in downtown hotels which they then must vacate because they're not permitted to stay in the city overnight.

This is also a land benighted by terrorism, where the good news for American diplomats is that, for a change, the violence is not directed

Beach scenes in Durban: The photographs show four discrete bathing beaches. The one for whites is closest to downtown. Heading north from there are the colored, then the Asiatic, then the black beaches. (There is also a mixed beach.) The sign next to the young man is in English, Afrikaans and Zulu. The English portion reads: "City/Stad Durban. Under Section 37 of the Durban beach by-laws, this bathing area is reserved for the sole use of members of the white race group." *(Photos by Sanford Watzman)*



Chargé d'affaires *Richard C. Barkley*, right, at the embassy in Pretoria. With him is political officer *Jerry Jackson*. *(Photo by Sanford Watzman)*

specifically against them, and where the bad news could be (this hasn't happened yet) they could become victims nonetheless, like everyone else.

No 'free ride'

"An American Foreign Service officer can learn a lot here, and contribute a great deal to the mission of the United States," says Richard C. Barkley, deputy chief of mission in Pretoria, who was chargé d'affaires during the reporter's visit. "But this isn't Switzerland, if I may say so. You don't come through South Africa on a free ride, psychologically speaking, where you can feel easy and comfortable. On the one hand, you have to maintain a professional detachment and, on the other hand, I'm convinced there isn't an American serving here who doesn't care deeply about the injustices of this society. And that includes me. At the same time, though, we assume that the Foreign Service people who come here—I have in mind the officers, the secretaries, the communicators and all the others—come here because they're stimulated by the challenge, not because they want to pick sides."

Mr. Barkley adds: "We've put together a remarkably professional group here, at all four posts, whether because of the challenge or in spite of it . . . I think I'm already anticipating your next question. Sure, there's *no* Foreign Service post where professional balance isn't required, but there are strands of complexity here that you just won't find anywhere else. Apartheid is an unjust system, but you have to go on from there to the fact that the people in control of this country have a genuine fear about what will replace apartheid. We have to understand their anxieties. It's American policy to encourage them to get rid of apartheid, but not at the cost of replacing one unjust system with another. So you have to be open-minded here. You have to be helpful to all sides. You want to encourage them first to meet, and then to work together to find their own solutions.

"There's still another challenge. We don't want clientism to develop with respect to any of the groupings here. And we have checks and balances on that. Officers who have different assignments constantly check with each other, so that often one will say: 'Look, here's a segment of opinion that isn't reflected in this report.' "

'Repugnant to an American'

The proposition that serving in South Africa has its tensions has now been granted by Department managers in Washington. They ruled recently in favor of a request from the mission to award rest-and-recreation (R&R) travel to its personnel. "To an American visitor, South Africa is a pleasant country," the mission had said in its cable supporting the request. "It is modern, vibrant, interesting, and diversions are not only available, they are inexpensive. In contrast, Americans posted in South Africa face the day-to-day abrasion of dealing with . . . the mandatory registration of domestic help, the updating of their identity cards . . . the standing aside of the blacks so whites can be served. There is ever present the system of apartheid and all that makes it repugnant to an American."

Economic officer *Marie Murray*.

Of the Americans serving in South Africa, two are black Americans. One is Marie Murray, an economic officer in Pretoria; the other is John Burroughs, consul general in Cape Town. Each resides in a white neighborhood with other Americans. Both say readily that, on the whole, they've encountered no barriers. They attribute the color-blindedness regarding them, such as it is, to their diplomatic status. Mr. Burroughs sees another dimension as well. "It's the way American blacks walk, look and dress," he says. "Our speech, with its American intonations,

is a dead giveaway that we aren't South Africans. And besides, if you approach situations in a positive, straightforward manner, not anticipating rejection—which is characteristic of Americans—then you find the reverse happening. People go out of their way to assure you that they don't have one prejudiced bone in their entire bodies."

Ms. Murray, who has a master's degree from the London School of Economics, says: "I won't deny that I have personal feelings, but my tendency is to view problems in their economic framework. From that standpoint, even if you looked at it from the so-called white point of view, apartheid can't be a winning proposition. There's too much to be developed that's beyond the capacity of the small white minority to develop by itself. So it isn't a stable situation—the economic cost of apartheid is too high. For instance, they're building black schools when there are underutilized white schools all around. I'll give you another example, what a friend told me. He worked for an American company and went to South Africa to visit the branch headquarters. The first thing he saw in that building was a whole row of separate bathrooms—this one for men, that one for women, this one for blacks, that one for coloreds. And the branch official says to him: 'We're saving money because we don't hire Indians.' This sort of thing is passing from the scene now, but it gives you an idea of what it has cost South Africa."

Ms. Murray continues: "This is a country that takes pride in its financial history and sees itself as being in the Western tradition of sound banking. There are some very good economists here who see the situation very rationally, but there are emotions underlying this. They want to be reassured. They want to be told that things are going to change but not change, that somehow Soweto (a black area) will become a Garden of Eden but still be Soweto. They argue that other countries get better treatment from the United States, that South African reforms aren't appreciated, that you can't do everything in a day. They ask: 'How can we narrow the gap between blacks and whites if you do this to us?' I try to be neutral and analytical in these discussions. But when they say that blacks in South Africa are better off than other blacks in Africa, and look how thrilled and happy their maid is, I'll ask: 'How well do you know your maid and her aspirations?' "

Incidents of racism

Mr. Burroughs and his wife, Audrey, whatever their day-by-day situation, have run into racism at least twice. The consul general laughs today as he recalls one of the occasions, because it's absurd. It involved their Belgian shepherd dog, Bonnie, who ingested some poisonous snail bait that the gardener had set out. Frantic, Mr. Burroughs rushed to telephone a veterinarian, whose nurse admonished that the situation was dangerous. The animal must be brought in forthwith to have its stomach pumped, she said. But when Mr. and Mrs. Burroughs arrived with Bonnie, the nurse appeared disconcerted. Apparently she had inferred from the sound of the American voice

One of the few American diplomatic families in South Africa that includes young children is that of political officer Roy Wiese. Shown here at their home in Pretoria are his wife, *Cindy*, with *Craig*, 8, *Scott*, 7, and *Shannon*, 5. *(Photo by Sanford Watzman)*

***John* and *Audrey Burroughs* in Cape Town.**

on the telephone that Mr. Burroughs was white. Now she asked the Burroughses who owned the dog. Then she inquired about the identity of the black gardener, who had accompanied the Burroughses. Then she called in the doctor, who started to ask similar questions until Mr. Burroughs pointed out, with some emphasis, that the dog might die in the meantime. But he kept his cool, crediting his wife with helping him to do so. Bonnie was treated and survived. Asked whether he had identified himself to the veterinarian as an American diplomat, Mr. Burroughs says: "No. I wanted to be dealt with in this situation as a human being."

Annette Moore **in the snooker room at Cape Town's City and Civil Service Club.**

The second story is related by Annette Moore, the administrative counselor in Cape Town. She gave a dinner party and invited the Burroughses. But she didn't anticipate what was going to happen at the door of her apartment building, perhaps because she was preoccupied at the time with a battle of her own—her attempt, as a woman, to break down the sex barrier at Cape Town's stately, establishmentarian City and Civil Service Club. (She did win admission and has since invaded the snooker room, an inner male bastion.) When the Burroughses arrived for the dinner party, they were stopped at the entrance and asked to sign the servants book. Ms. Moore recalls: "I was shocked when I heard about it. You think you're living in a Western society, and then your boss is asked to sign the servants book. You want to know how you keep your balance emotionally? You have to laugh at it. That's what got Audrey and John through it—their sense of humor. We just poured a drink and tried to laugh it off."

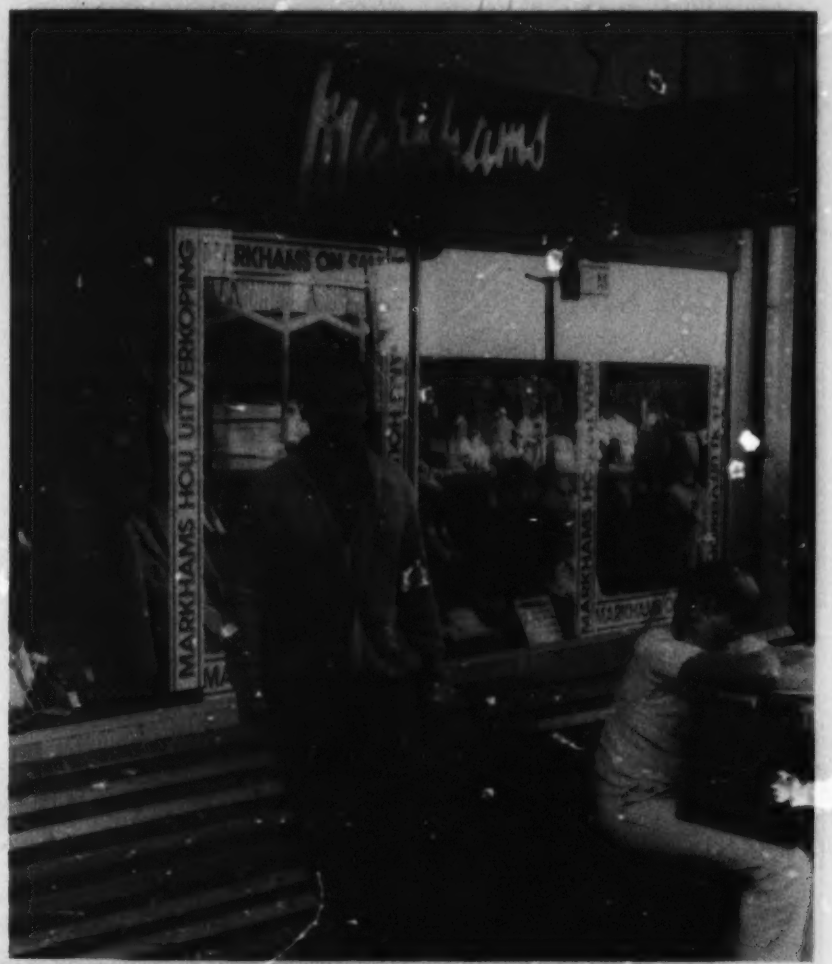
"I always keep in mind why I'm

Ambassador ***Herman W. Nickel,*** **center, entertains embassy staffers in Pretoria. Others, from right: Administrative counselor** ***Jerry Rose, Mrs. Nickel, John Hitchcock, Dolores Capece, Johanna Schoeppl.***

here in the first place," Mr. Burroughs says. "It's because of the job that has to be done, which takes precedence over other things. The fact is that there are people here who are obviously of good will and who want to see a multiracial society. And my role is to facilitate this kind of change. I say to them: 'Why don't you get together and talk about this?' That's natural for Americans, right? But here it's not natural. So I can make this contribution."

Foreign Service nationals

Whatever the ambiguities of life in South Africa for the Burroughses and for Ms. Murray, as American nonwhites, the laws of the nation apply fully to the South African nonwhites who work for the United States as Foreign Service nationals. Kenneth K. Makwati, a black, is employed at the embassy as a personnel assistant. "I've been to the United States," he says, "in connection with Foreign Service Institute training, and so I know that whatever the problems in your country, the law is on the side of what's right." Mr. Makwati is pleased with his job in Pretoria. "My salary has doubled in six years," he says, "and it could redouble in time. This is attainable for me, because there's equal employment opportunity at the mission and equal opportunity for advancement." (In a previous job in a bookstore, Mr. Makwati worked along side a young white person his age. The employer granted them raises—28 rand for the white, 5 rand for Mr. Makwati, though they had identical responsibilities.) He continues: "I'm in a financial position now where I can afford a house. My wife and I, with our two little girls, are subletting from an elderly widow. We'd like a place of our own in the city. But we're forbidden to live here."



Kenneth Makwati* of the embassy approaches a street crossing in downtown Pretoria. Stenciling on the bench to his right says: "White bus passengers only." *(Photo by Sanford Watzman)

Black housing in the Johannesburg countryside. *(Photo by Virginia Stigliani)*

Ismail Morris, another Foreign Service national, who works in Cape Town as a general services assistant, had already owned a house. It was in a colored area, "a good neighborhood," he says. (Mr. Morris, though born in Cape Town, is a Moslem whose people came from Java. Hence, he's known as a Cape Malay, classified officially as colored.) He recalls that he was forced to sell his house some years ago when his largely colored neighborhood was declared a white area. He sold for much less than he would have received had he sold earlier under normal conditions. He moved from near the city center to a new colored area in a suburb, 13 kilometers away. "We don't like this new house nearly as much as our first one," he says. In the meantime, the old neighborhood, including his house, was leveled. But because of complications that arose, there has been little rebuilding.

Two consulate drivers in Cape Town, both blacks, have these comments. Goodwell Zitumane: "The biggest disadvantage for our children is in education. There are different standards for whites, coloreds and blacks." Shadrack Phakela: "Mr. Burroughs' being here helps a lot. When a white person comes and sees a black as the head of the mission, then he knows that a black can hold any position in life if you give him the opportunity."

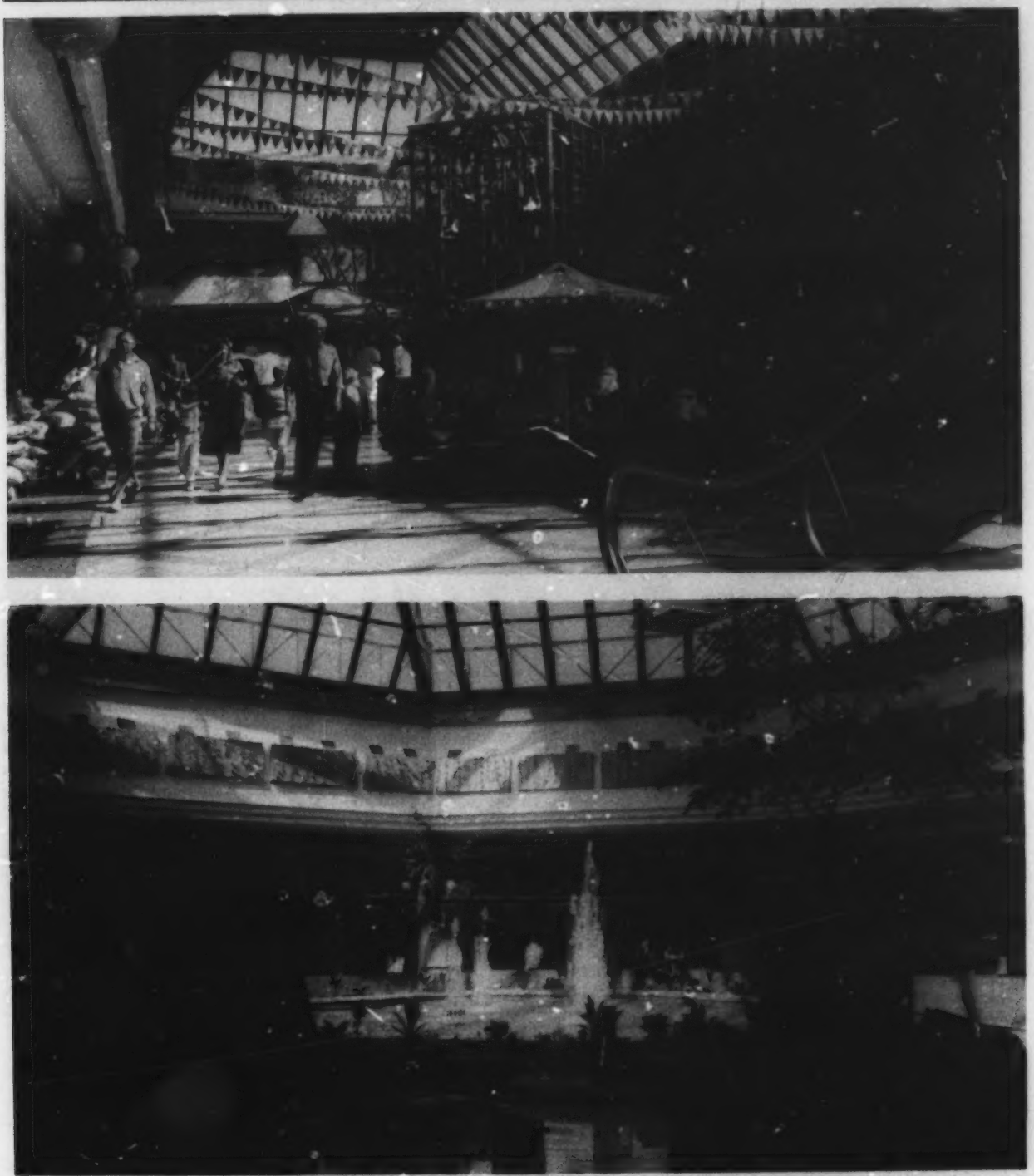
Cape Town's *Ismail Morris*, inside his mosque. *(Photo by Debbie Lowe)*

Johannesburg communicators include *Bea Richardson*, center, with *Chairmaine Clasen*, right, and *Julia Mahlangu*. *(Photo by Sanford Watzman)*

'I'm proud of America'

The kind of symbolism that Mr. Burroughs represents is seen by American employees, too, as important. In Johannesburg, for example, the communications programs officer, Bea Richardson, has two young South African women working for her. One, Chairmaine Clasen, is white—an Afrikaaner; the second, Julia Mahlang, is black. "Why certainly," says Ms. Richardson, "of course they get along. They relate the way you'd expect of two people who work in the same place. Why shouldn't they? Just look at this consulate—it's a real League of Nations. We have Indians, Malays, Chinese, coloreds, whites, all kinds working here, and everybody gets along. I'm proud of that. I'm proud of America for carrying over its hiring policies here. I think it sets an example. That's the way America is."

The way America is, though, can lead to little contretemps for Foreign Service people who forget occasionally that this isn't the way South Africa is. Such lapses are understandable. The visitor from the United States has difficulty remembering he's left home when the hotel he checks into is a Holiday Inn, when all the freeways he rides on have been built to American interstate standards, when the elevator he takes



Two views of an indoor shopping mall in Pretoria. *(Photos by Sanford Watzman)*

Secretary *Mary Metzger*, on return trip to the side-by-side liquor stores in a Johannesburg indoor shopping mall. *(Photo by Sanford Watzman)*

rises in a matter of seconds to the 29th-floor headquarters of the Johannesburg consulate in a modern downtown office building, when he sees a Pick 'N Pay supermarket that has 86 checkout lanes, when he browses through indoor shopping malls as impressive aesthetically as any in the United States.

Segregated stores

But it was in just such a mall—called Killarney Mall—in Johannesburg that Mary Metzger, secretary to consul general Kenneth Brown, was jolted back into an awareness that she was, after all, in South Africa. Shopping in Killarney, she remembered as she passed a liquor outlet to buy beer. She entered the store and asked for a six-pack. The clerk looked at her as she spoke, then looked away and busied himself with a customer. Ms. Metzger waited for this transaction to be completed, then repeated her request. The clerk didn't respond. Puzzled, Ms. Metzger waited a while longer. Then she turned and stalked out. On leaving, she now noted for the first time an adjoining liquor outlet on her left. Though there were no signs to indicate this, it became clear to her that the store she had been in was for nonwhites, while the other was for whites. So she entered the store for whites, purchased a six-pack with no trouble, and left. Recalling the incident, she says: "I've hitch-hiked all over the world—in Asia, Europe, Africa, Australia and New Zealand—and I never saw anything like this."

Similarly, in Pretoria, economic counselor Roderick M. Wright says: "Shortly after we arrived here—we'd come from Nigeria, where there's a total lack of a sense of color; tribalism maybe, but not color—my wife walked over to a bus stop and waited for the bus to come. When it got there, the driver said to her: 'Sorry, this bus is for blacks only.' Which prompted me to think, as an economist: 'What a very expensive way to run a transportation system.' " And in Johannesburg, secretary Claire Zavrid says: "I had this feeling I was living in a little glass bubble. I knew there was apartheid but, honestly, I could hardly see it in the circles I moved in. Then one day I noticed a sign on my bus. It was about new fares for whites, coloreds and Indians. I don't know what the blacks were paying. I thought to myself: 'It's like our Deep South used to be.' " Mr. Wright says: "You see this petty apartheid, of course. But there are deeper currents that suddenly catch you and remind you that you're not in the States. I'm thinking of the economy—it's modern, First World. But the difference is that the captains of industry here, who are quite liberal and pushing for change, are on the whole without visible influence over the government. Imagine David Rockefeller or Henry Ford not having influence over the U.S. Government!"

Economic officer *Roderick Wright. (Photo by Sanford Watzman)*

How Americans adjust

These disorienting experiences, of course, are not uncommon among U.S. Foreign Service people, wherever they happen to be serving on the planet. Nowhere are they assured, nor are they entitled to (nor do they want) a place just like home. So the unique element of serving in South Africa isn't really the contrast of cultures and values but rather how the Americans adjust to this. What inner resources do they draw on? This appears to vary according to what the individual was doing before he or she entered the diplomatic corps:

• Imre Lipping was an historian. Though he earned a doctorate in that discipline and taught the subject, he switched to the Foreign Service and is now a consular officer in Johannesburg. Mr. Lipping is also a native of Estonia who identifies strongly with his ethnic heritage. "I like to think that I have the advantage of both those perspectives," he says. "I see apartheid as a virus, but as an historian with roots in Estonia, I think I have some understanding, too, of the anxieties that Afrikaaners have. Estonians, as you know, are a small national group in the Soviet empire, trying hard to preserve their heritage. You can see the parallel, as far as it goes. On another plane, too, you have the South African Boers as the freedom fighters of colonial days, and all that that implies for their psychology. You can begin to develop a lot of empathy for them. I look at them, and I'm mindful of all the research on the Southern white aristocracy in the States. It pictures the Southerners as a wonderful people, considerate, polite, cultured, hospitable, genteel—but at the same time they practiced slavery." Mr. Lipping continues: "No, I don't read history as indicating that the Afrikaaners will lose everything if apartheid is dismantled. You can see rifts in all the camps here. This gives the Afrikaaners plenty of room to maneuver and negotiate. And they'll still have their financial power base."

• Tim Bork, in the 1960s, was a civil rights campaigner in the South. He now heads the AID mission in Pretoria—the only one in the world that dispenses grass-roots U.S. assistance directly to recipients without consulting the host government (an arrangement to which South Africa has made no objection). "I feel that I learned a lot in our own South," he says. "I learned that it's one thing to cry for people, but it's another to deliver services to them. I used to work alongside the federal antipoverty people, and too many of them would lead with their hearts, to the extent that they became disabled in delivering the services. It's great to give people love, but very often they need the technical assistance more. So when I make decisions, I want to be careful that they're based on a rational analysis of what needs to be done. I want to keep my wits about me. I want to always remember that the situation here is different than when viewed

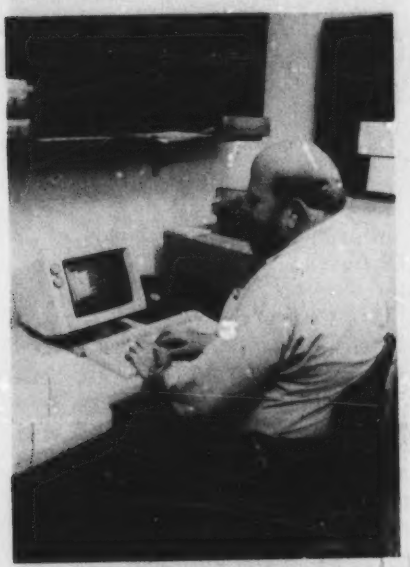
Consular officer *Imre Lipping* with daughter *Tuulie* and son *Mark*.

AID mission chief *Tim Bork*. *(Photo by Sanford Watzman)*

from the United States. Back home, Americans see the big picture but they don't see the individuals in it and what might happen to them. Over here, I can take a closer look."

'I try to be a mirror'

● John Dobrin was a newsman, with a CBS affiliate in Nashville, Tenn., and with UPI (United Press International). Now he's a political officer in Cape Town. "What do I do here?" he asks. "You mean, besides playing the piano when I get home, so I can forget about apartheid, which is really impossible? Well, I report. I find joy in trying to understand a situation that's incredibly complex. I try to inform my government about what I believe is reality in a given place. I listen a lot; I try to ask the right questions. I try to be a mirror, reflecting not what I would like to see but rather what exists. It's only by knowing that the policy-makers back home can make informed decisions."



Political officer *John Dobrin. (Photo by Debbie Lowe)*

● Jerry Jackson was a lawyer in Philadelphia. And he too is a young political officer today, in Pretoria. "I have a client," he says. "It's the United States. I'm an advocate for the policies of the administration in Washington; that's what I'm getting paid for. My function is to give it the best, most dispassionate advice I can possibly give. But I'm not pretending I don't have personal feelings. I can give you a little vignette on that. It happens that I was in the office of a distinguished lawyer here who's black. We were talking law and politics, and naturally I felt a kinship with him in both those areas. Then it struck me. That here's a man who's permitted to represent a client in the South African courts, but legally he can't vote. Well, I think about this often, of course. But I keep in mind that American policy, whatever the tactics of the moment, is to be on the side of winning rights for people like him. I work every day with the thought that there's not going to be a solution here overnight, and that our goal is that there be a peaceful solution."

At a center for retarded children near Johannesburg, from left: *Bonnie Brown*, wife of the consul general; regional labor officer *Nicholas Stigliani;* summer intern *Michael Kilroy; Constance Magonezulu*, center coordinator; secretary *Mary Metzger;* consul general *Kenneth Brown. (Photo by Virginia Stigliani)*

● Kenneth Brown was a U.S. ambassador, in Brazzaville. Now, in Johannesburg, he's one of the two consuls general in South Africa who formerly held an ambassadorship on the continent; the other was Mr. Burroughs, in Malawi. Mr. Brown says: "Of course it's fun to head your own mission, but the fact is that, in terms of the importance of my work today and the size of the audience I have in Washington, this position is more interesting. I know of only one way to hold to a professional balance here, and that's to keep lines out to all the people of South Africa. We need to understand the plight of the blacks but we also have to maintain credibility with the people who run the country. And with the other groupings, too—the coloreds, the Asians, the English-speaking whites, the Afrikaans-speaking whites, to name a few."

U.S. as a model

Keeping lines out everywhere is the task, too, of Thomas Delaney, the cultural attaché in Pretoria. "On a given day," he says, "I'll, say, open an art exhibit in a liberal white suburb of Johannesburg, then go to an English-teaching workshop in a black township, then to a symposium at the Human Sciences Research Council, which is the government's think tank, and then I might make a call at Rand Afrikaans University. In all these places, the challenge for me is to be true to the United States. Even though I might approach

Economic officer *Susan Zelle. (Photo by Sanford Watzman)*

the people in each place with slightly different language, the message has to be essentially the same. It has to square with U.S. policy and also be square with what the United States is all about as a nation. That last point is important. Because even though the solution will have to be arrived at by the South Africans themselves, in their own context, we're still a model for them of an interracial society."

Keeping the lines out is a task that has been assumed, too, by the wives of many officers. Bonnie Brown, wife of the consul general, says: "Apartheid has been very successful in keeping people apart. The worlds here are separate, with very little bridging. So I believe that the most important role I can play is to help bring people together, and I concentrate on bringing women together." On the day that the reporter called on her in the consul general's residence, Ms. Brown had given a luncheon for some 50 South African women of all races. Several of her guests had been under government detention at one time or another; one had been detained three times. Another guest, visiting from Washington, was James Montgomery, deputy assistant secretary of state for human rights and humanitarian affairs. But, as Ms. Brown recounts it, it was the women who addressed Mr. Montgomery, rather than the reverse.

Because the political situation is heated, and getting hotter, entertaining in South Africa today is itself stressful. Foreign Service officer Susan Zelle, assigned by the embassy to the black business community, gave a dinner party for eight—and found herself fielding criticism. "In today's climate," she explains, "the left regards the businessmen as too moderate, so the pressure is on them to be seen as part of the struggle. Some respond by criticizing *us* for being too moderate. So here I was, the hostess, and I found myself having to defend our policy. I tried to explain that we're here in good faith, and we feel this is the best way to influence the South African government."

'It didn't end in a brawl'

At a larger dinner reception in Pretoria, given by economic counselor Wright and his wife, "the action was hot and heavy," as Mr. Wright recounts it. "Well, it didn't end in a brawl," he says, "and that was maybe an accomplishment in itself, considering that the guests ranged from far right to far left. I won't say I refereed; I just tried to move people around, to keep them out of clinches. Where I'd see one group running out of productive things to say, I'd try to insert a protagonist from one of the other groups. It sure kept me busy."

But, for all the stress, South Africa is a country where many Americans want to stay—and come back to. "Three of our first-tour secretaries wanted to extend," says personnel officer Sandy Siverson. "I think it's because so many of the people here, on all sides, are really so nice. It's frustrating sometimes that you can't get angry with South Africans, much as you might feel you ought to be." One secretary, Lenore Josephson, in the office of the deputy chief of mission, is back in South Africa after a first tour 22 years ago. "I'll grant you that the politics then weren't as turbulent," she says, "but still it was a good post then and it's a good post today. I made some very dear South African friends, and I've taken up with these same people again, just as though I'd never been away.' "

Perhaps, after all, what Americans can contribute in the main to South Africa, besides good will, is a sense that progress in racial matters is possible, if not inevitable. American diplomats appear to have a solid advantage in this respect. They're capable of spreading that message without being preachy. They need only recount how their own personal experiences mesh with the history of their nation.

'I saw racism in the States'

Tim Carney, political officer in Pretoria, grew up on military bases in the South; his father was with the 82nd Division when it was dispatched to Little Rock, Ark., by President Eisenhower at the time of the school integration crisis there. "I saw racism in the States then," Mr. Carney says, "and I'll say this—it was more personal there than in South Africa; there was more hatred of blacks. So my interest now is in seeing how the South Africans are going to work themselves out of it. This isn't our problem, though.

A South African mother with her children outside a health clinic near Johannesburg. *(Photo by Virginia Stigliani)*

In Pretoria city square, early South African hero Oom Paul is immortalized. ***(Photo by Sanford Watzman)***

Communicator *Patricia Vevrecka* with her assistant, *Ganas Naidoo*, a Foreign Service national employee. ***(Photo by Sanford Watzman)***

There's no American responsibility for having caused the conditions here. But we can offer our assistance, and that's why we're here."

And in Durban, communicator Patricia Vavrecka says: "Apartheid is wrong. It's totally ridiculous. But I'm from Sugar Land, Tex., near Houston, and I didn't always feel this way. There was segregation where I grew up. I guess I didn't feel it then because that's the way things were all around me. The first time I remember realizing that segregation was wrong was when I was given an assignment in high school to do a paper about it. That made me think, and I've had these strong feelings ever since."

"Then why did you come to South Africa?" the reporter asks her.

"Because," she replies, "I don't look at political systems when I'm bidding for an assignment. I'm supposed to be available for worldwide service, so it's not a factor for me whether I agree with the government that's in power where I'm going."

The communicator concludes: "Personally, I see it another way. I see it as an opportunity for me to learn. That's what's great about the Foreign Service."

—SANFORD WATZMAN

(Gerald Rose in Pretoria, Richard Aker in Durban and Chris Bonsteel in Cape Town rendered important assistance in the preparation of this article.) ■

Private tax-exempt group will aid Foreign Service Institute

'Oral history' interviews with Foreign Service people is one of its projects

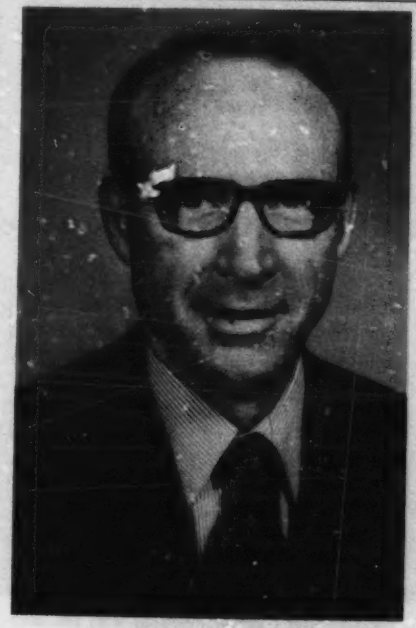
AN ASSOCIATION for Diplomatic Studies has been established as a privately-funded, privately-run organization to support educational programs of the Foreign Service Institute as it prepares to move to its new 72-acre campus in 1989. Aims of the organization include development of a national library center in foreign affairs and creation of a visual record of American diplomatic history—projects that cannot be completed with appropriated funds alone.

Foreign Service veteran Richard B. Parker, former ambassador to Algeria, Lebanon and Morocco, is president of the association. With him on the board of directors are four other retired ambassadors—E. Gregory Kryza, Samuel R. Gammon, William P. Stedman Jr. and David H. Popper. Also on the board are Herbert J. Hansell, former legal adviser of the Department, and Gerald P. Lamberty, president of the American Foreign Service Association. Senior Foreign Service officer H. Eugene Bovis has been detailed to the association to serve as its executive director. While the day-to-day business is handled by the directors, a board of trustees is also being constituted to give counsel to the association. A number of nationally prominent individuals are being invited to sit on that board.

3 broad projects

Mr. Parker told STATE that the association's activities will be concentrated in three broad areas:

—*Library and research.* The association plans to help the library of the Foreign Service Institute acquire "the special and unusual materials necessary to become a top-rank center for research" in U.S. foreign relations and diplomatic history, Mr. Parker said. It will encourage the establishment at the library of a special collection of personal materials of former ambassadors, other senior foreign affairs officials and



Richard B. Parker

Foreign Service officers, and it plans to institute an oral history project, including exit interviews with Foreign Service personel, career and noncareer. Although the Department's Office of the Historian conducts interviews in connection with specific projects, there is no provision for a systematic oral history program. As a result, a great deal of information of value to the historian and students of foreign relations is never recorded and is lost irretrievably, Mr. Parker said. He added that, as part of its oral history project, the association hopes eventually to interview all former chiefs of mission, to record their views and experiences. With these programs in place, the Foreign Service Institute, at its new location, intends to offer research capabilities of national significance for both Government analysts and private scholars.

—*Historical collection.* The association will create a "U.S. Foreign Relations Historical Collection" with visual evidence of the events, personalities and documents of the nation's diplomatic history. This will be the first time that such a comprehensive collection of objects, pictures and memorabilia depicting the evolution of U.S. representation abroad and the conduct of U.S. foreign relations is assembled in one place. "The new Foreign Service Institute," Mr. Parker said, "which will be constructed on the basis of a national architectural-design competition, will be an appropriate building to house the historical collection, and will provide an ideal location to display to visitors to the nation's capital this long and successful record. At the same time, it will give members of the foreign affairs agencies training at the institute a sense of participation in the continuity of American diplomatic history."

—*Students and faculty.* Support from the association will make possible "the enrichment of existing Foreign Service Institute programs," Mr. Parker said. This will include stipends to enable the institute to attract leading academics to serve as scholars-in-residence for six months to a year, prizes for outstanding student achievement, grants to experiment with the newest methodologies for learning foreign languages, and financial support for exchanges with foreign-affairs training institutions in other countries.

Lloyd Miller gives $50,000

The association is already in operation, thanks to the generosity of former Ambassador Lloyd Miller, who in May donated $50,000 in unrestricted seed money. Subsequently, an anonymous career Foreign Service officer contributed $100,000 earmarked for the Foreign Service Institute library after it is relocated to the new campus. In the meantime, income from the library fund can be used for operating expenses of the association, according to Mr. Parker. With these two gifts, "the financial strength and operational capability of the association have been as-

sured for the immediate future," he said.

The association has moved quickly to put its program into action. The first Lloyd Miller scholar-in-residence, Professor Alan Henrikson of the Fletcher School of Law and Diplomacy, was to arrive at the institute in September. He will design and launch an intensive course on the diplomatic history of the United States since World War II. From the Una Chapman Cox Foundation, the association also has $15,000 for an incentive program for the faculty of the institute. The first awards under this program will be made next spring. The association has started laying the groundwork for its historical collection and oral history projects, and Professor Henrikson will advise the association on these projects while he is at the institute.

The association is beginning its membership drive this month and welcomes as members persons from all walks of life "who are interested in foreign affairs and in the quality of the professional development of the foreign affairs personnel of the Government. The association also welcomes donations, and donors may designate which programs they wish to support with their gifts. The Internal Revenue Service issued a ruling on June 29 granting tax-exempt status to the association as a public charity. A membership application form appears below. □

2 new inspection offices at State

Congressional action has resulted in the establishment of two new offices at State—the Office of Policy Program and Review and the Office of the Inspector General—to replace the Office of the Program Inspector General, which was headed by William C. Harrop. Mr. Harrop is now director of the Office of Policy Program and Review, with a rank equivalent to that of an assistant secretary, and he will continue to report directly to Secretary Shultz and Deputy Secretary John C. Whitehead. H. Byron Hollingsworth, who had been deputy program inspector general for audits and investigations, is serving temporarily as director of the second new office, pending nomination by the President and confirmation by the Senate of an inspector general for the Department. Mr. Hollingsworth is reporting directly to Deputy Secretary Whitehead.

Department Notices issued on September 2 said Mr. Harrop will "provide the Department and its senior managers with an independent internal mechanism for evaluating and improving the management of U.S. foreign policy and programs. The new law charges the Office of Policy and Program Review with the duties of the former program inspector general to 'review activities and operations performed under the direction, coordination and supervision of chiefs of mission for the purpose of ascertaining their consonance with the foreign policy of the United States and their consistency with the responsibilities of the Secretary of State and the chief of mission.' The office will continue the practice of inspecting at least every five years each Foreign Service post, 'and those bureaus, operating units, functions and programs of the Department directly concerned with the foreign policy of the United States and the activities and operations performed under the supervision of the chiefs of mission. The Foreign Service inspection corps

BOOKFAIR

The 26th annual AAFSW Bookfair will be open in the Department of State October 25 - November 1 (except Tuesday and Wednesday). Family night is October 24, and the cafeteria will be open. Proceeds benefit many charitable organizations, including the AFSA/AAFSW scholarships.

Family Night:
Friday, Oct. 24 5-8 p.m.
Open to the General Public:
Oct. 25-27, 10-4 p.m.
Oct. 30-Nov. 1, 10-4 p.m.
Closed: Oct. 28-29

_____
(date)

Association for Diplomatic Studies
1400 Key Boulevard - Room 1207
Arlington, Virginia 22209

Please enroll me as a member of the Association in the following category:

____	Patron	$1,000 per year
____	Sustaining Member	400 per year
____	Contributing Member	100 per year
____	Regular Member	25 per year

In addition, I am interested in making a contribution to the Association in the amount of $_____.

My check for $ _____ is enclosed.

Sincerely,

_____
(signature)

Printed name: _____

Street address: _____

City, state, zip: _____

and the inspection system will thus be maintained and continue under the direction of [Mr. Harrop]."

The new inspector general, the Department Notices said, "is authorized to perform all duties and responsibilities and to exercise the authorities stated in Section 209 of the Foreign Service Act of 1980 and in the Inspector General Act of 1978. Under the general management authority of the Secretary to audit and investigate activities in the Department, the temporary director of the office is authorized to conduct necessary audits and investigations until such time as the new inspector general of the Department assumes the duties, responsibilities and authorities of the position." □

Shultz wants more blacks in "role model" positions

Secretary Shultz has ordered new steps to be taken to assign more blacks to "role model positions" and to "more responsible, high-visibility assignments offering promotion opportunities, especially at the FS-1 and Senior Foreign Service levels." The Secretary announced his action in a letter "to my colleagues in the Foreign Service and the Department," in which he said he was concerned about "the small number of blacks in senior positions" because "it is of fundamental importance that the Service truly represent the cultural and ethnic diversity of our society." Mr. Shultz asserted: "This is not simply a personnel issue. It is a foreign policy problem which affects our image as a nation."

Pointing out that Deputy Secretary John C. Whitehead has been conferring with management officials on this problem, Mr. Shultz said he had approved 32 recommendations by Mr. Whitehead relating to recruitment, assignments, evaluations and equal employment opportunity generally. Besides strengthening recruitment of blacks, into the political and economic cones as well as for the "role model" positions, the recommendations include assignment of more blacks to the Office of Foreign Service Career Development and Assignments, "especially as division chiefs"; assignment of more blacks as staff assistants and to seventh-floor positions; appointment of more blacks to tenure and promotion boards; monitoring of personnel evaluation reports "for discriminatory language"; saving equal employment opportunity positions from elimination as part of Gramm-Rudman-Hollings staff reductions; and opening of a direct channel of communication to Mr. Shultz and Mr. Whitehead "for black Foreign Service officers to express their concerns," and also assuring direct access for the deputy assistant secretary of state for equal employment opportunity. □

Dhaka's new embassy construction begins

(Photo on Page 84)

Time is running out for Foreign Service people to visit "the world's most unsuitable American embassy office building," so book your tickets to Dhaka, Bangladesh, now, the post urges, tongue-in-cheek. For construction is underway for a modern, new building that will "transform the image of the post"—and greatly improve security and working conditions in this nation adjoining India.

In 1954, when the U.S. took the two top floors of a newly-completed five-story building, people came to marvel at the *first* elevator installed in what was then East Pakistan. Now, a generation later, there is a certain interest in guessing whether Bangladesh's *oldest* elevator—the same one—will make it to the dizzying height of the third floor, where passengers going to the embassy offices disembark. But when the embassy, AID mission and other activities move in to the new building—scheduled for completion in 1988—"we will have a building of our own to be proud of, one of the handsomest architectural attractions in the diplomatic enclave on the northern outskirts of this bustling, overcrowded capital city," the post asserted in a communication to STATE.

The post touts this as the first chancery building to incorporate the latest security requirements for American embassies, while maintaining efficient public access and "high esthetic quality, combining design features from Mughal architecture of Dhaka and other parts of south Asia, brick and other local construction materials such as teak from the Chittagong Hill Tracts, and still projecting a sense of American style. The security features are blended into the design of the building and compound."

If no major delays are encountered, operations will move from the crowded commercial area out to the diplomatic enclave in mid–1988, and Dhaka will be the first Foreign Service post in a building constructed to the new security standards of the Department of State. □

Portraits of Muskie, Haig are on 7th floor

Oil portraits of former Secretaries Alexander M. Haig Jr. and Edmund S. Muskie have been unveiled in the new Treaty Room suite on the seventh floor. In separate ceremonies, Secretary Shultz lauded his predecessors' long careers in public service and hosted luncheons and receptions for them and their families. Mr. Haig and Mr. Muskie spoke briefly.

Peter E. Egeli painted Mr. Haig's portrait from life in 1983. It is on view in the east antechamber, which adjoins the Treaty Room. The Muskie portrait, by Roy Gates Perham, was painted from photographs. It is in the west antechamber. □

New unit for drug talks

A U.S. Secretariat for the International Conference on Drug Abuse and Illicit Trafficking has been established in the Bureau of International Organization Affairs. The secretariat will manage and coordinate U.S. involvement in the UN-sponsored conference, which is going to be held in Vienna, Austria on June 17–26 next year. The coordinator of the secretariat is F. Gray Handley. ■

Appointments

Reagan says he will nominate 11 new ambassadors

Senate confirmation would be required

PRESIDENT REAGAN, as of mid-September, had announced his intention to nominate 11 ambassadors. Each nomination would require Senate confirmation. The 11, in alphabetical order by post, are:

—*Bahrain*—Sam H. Zakhem, vice president, Rocky Mountain Orthodontics, Denver, to succeed Donald Charles Leidel.

—*Burundi*—James Daniel Phillips, consul general, Casablanca, to replace James R. Bullington.

—*Central African Republic*—David C. Fields, former deputy assistant secretary for security, to succeed Edmund DeJarnette.

—*Kenya*—Elinor Greer Constable, former senior deputy assistant secretary for economic and business affairs, to replace Gerald Eustis Thomas.

—*Korea*—James Roderick Lilley, deputy assistant secretary, Bureau of East Asian and Pacific Affairs, to succeed Richard L. Walker.

—*Mauritius*—Ronald DeWayne Palmer, senior fellow and visiting scholar, Georgetown University, to replace George Roberts Andrews.

—*Mexico*—Charles J. Pilliod Jr., board member and consultant, Goodyear Tire & Rubber Co., Akron, to succeed John A. Gavin.

—*Papua New Guinea* and *Solomon Islands*—Everett E. Bierman, minority staff director, Committee on Foreign Affairs, U.S. House of Representatives, to replace Paul Fisher Gardner.

—*Peru*—Alexander Fletcher Watson, chargé d'affaires ad interim, Embassy Brasilia, to succeed David C. Jordan.

—*Togo*—David A. Korn, foreign affairs fellow, Royal Institute of International Affairs (Chatham House), London, to replace Owen W. Roberts.

—*Zimbabwe*—James Wilson Rawlings, until July head of Union Carbide Southern Africa, Inc., to succeed David C. Miller Jr.

Following are biographical sketches of the persons chosen by the President.

* * *

Bahrain

Sam H. Zakhem has been vice president, Rocky Mountain Orthodontics, Denver, since 1982. He was named vice chairman of the board of directors last year. From 1976 to 1979 he was director of corporate relations.

Mr. Zakhem began his career as a cost analyst with the Ford Motor Co. in Detroit in 1962. He was an instructor, University of Colorado, 1967–72; associate professor, Loretto Heights College, 1968–72; and foreign students adviser, University of Denver, 1972–73. Since 1973 he has been a consultant and lecturer. He was a research analyst with the Heritage Foundation in Washington, 1973–74.

Mr. Zakhem

Mr. Phillips

Mr. Zakhem was elected a state representative in Colorado, 1975–79, and a state senator, 1979–83. He was a member of the board of directors, Small Business Administration, 1972–74, and a member of the American Ethnic Bicentennial Commission, 1975–76. He was named a member of the Presidential Advisory Council on the Peace Corps in 1984.

Mr. Zakhem was born in Lebanon on November 25, 1935. He received a bachelor's from the American University of Cairo, 1957; a master's in business administration from the University of Detroit, 1959, and master's and doctorate degrees from the University of Colorado, 1964–70. His foreign languages are Arabic, French and Spanish. He has won many awards, including the University of Colorado Leadership Award, the Boy Scouts of America Community Service Award, the U.S. Marine Corps Award for Patriotism and Loyalty, the Veterans of Foreign Wars "Man of the Year" Award, in Colorado; and the Amway Corp. Free Enterprise Award. He has also received the Denver Sertoma "Citizen of the Year" Award and the Disabled American Veterans "Citizen of the Year" Award; the Freedom Foundation's George Washington Medal of Honor, and the Eagle Forum's God, Family and Country Award. He is a member of Kiwanis, the National Center for Constitutional Studies and the Masonic order.

Mr. Zakhem is married to Merilynn R. Gillis Zakhem. They have three sons, John Stuart, Charles and James Paul. □

* * *

Burundi

James Daniel Phillips has been consul general at Casablanca, Morocco, since 1984. Before that, he was director of UNESCO affairs in the Department, 1981–84.

Mr. Phillips joined the Foreign Service in 1961 and was assigned as a personnel officer. From 1963 to 1965 he was third secretary and staff aide to the ambassador, Paris. He later was consul, Lubumbashi, 1965–67, and second secretary and political officer, Kinshasa, 1967–68. He returned to Washington in 1968 and was assigned to the Bureau of European and Canadian Affairs. From 1971 to 1975 he was first secretary and political officer, Paris. Then followed assignments as deputy chief of mission, Luxembourg, 1975–78, and chargé d'affaires, Banjul, 1978–80. He was a student at the National War College, 1981–84.

Mr. Phillips was born in Peoria, Ill., on February 23, 1933. He received a bachelor's from the University of Wichita in 1957; a certificate from the University of Vienna, 1957; and a master's from Wichita. His foreign languages are French and German. From 1953 to 1955 he served in the Army. He was a teaching assistant at Cornell, 1958–61, before he entered the Foreign Service. He is a member of Phi Beta Kappa. He has written articles for the Foreign Service Journal.

Mr. Phillips is married to Lucie A. Gallistel Phillips. They have five children—Michael, Madolyn, Catherine, Charles and David. □

* * *

Central African Republic

David C. Fields, a career member of the Senior Foreign Service, class of minister-counselor, has been deputy assistant secretary for security since 1984. Before that, he was administrative counselor at Embassy London, 1980–84.

Mr. Fields joined the Foreign Service in 1967. From 1967 to 1970 he was budget officer, Libreville, and, from 1970 to 1972, administrative officer, Ouagadougou. After a year's training at Cornell, 1972–73, he became a budget officer in the Department's Bureau of the Budget. He later was administrative officer, Tunis, 1975–79, and administrative counselor, Islamabad, 1979–80.

Earlier in his career Mr. Fields was an export negotiator in Wells Fargo Bank's international division, 1960–62; an accountant with the Basalt Rock Co., Napa, Calif., 1962–65; a sales representative with California-Western State Life Insurance Co., San Rafael, 1965; and chief accountant, Thorsen Manufacturing Co., Emeryville, Calif., 1963–67.

Mr. Fields was born in San Pedro, Calif., on January 13, 1937. He received a bachelor's from Armstrong College in 1960. From 1955 to 1957 he served in the Army. His foreign language is French. He has won the Secretary's Award for Valor. He also received senior performance pay awards in 1982 and 1984. He is a member of the American Society for Industrial Security, the International Association of Chiefs of Police, the Secretary's Overseas Security Advisory Council and the Department's Overseas Security Policy Group. He is the Department's representative on the security committee of the National Foreign Intelligence Board.

Mr. Fields is married to Frances A. Krusic Fields. They have two children, Scott D. and Stacy A. □

* * *

Kenya

Elinor Greer Constable has been senior deputy assistant secretary for economic and business affairs from 1983 until recently. She was acting assistant secretary from January to July last year. Before that, she was deputy assistant secretary for international finance and development, 1980–83.

Mr. Fields

Ms. Constable

Ms. Constable began her Government career as a summer intern in the office of Senator Henry M. Jackson (D.-Wash.) in 1954. From 1955 to 1957 she was an employee relations officer with the U.S. Geological Survey in Washington. She then became a foreign affairs officer in the State Department, serving from 1957 to 1958. She was volunteer support officer, Volunteers in Service to America, Office of Economic Opportunity, 1964–67. After taking language training at the Foreign Service Institute 1967, she was appointed program officer for her agency. In 1973 she returned to State as a personnel officer.

In recent years Ms. Constable was on detail to the Energy Conservation Task Force, Commerce Department, 1973–74; took training at the Foreign Service Institute, 1974; and was a Foreign Service officer with the Department's Office of Trade, 1974–75. She later held assignments as deputy director, Office of Investment Affairs, 1975–77; on detail as capital development officer, AID, Islamabad, Pakistan, 1977–78; and director, Office of Investment Affairs, 1978–80.

Ms. Constable was born in San Diego on February 8, 1934. She received a bachelor's from Wellesley in 1955. Her foreign languages are Spanish and Urdu. Before her Government career, Ms. Constable was a part-time English teacher at the University of Honduras, 1962–64. She also has been a senior associate, TransCentury Associates, Washington, 1971–72; and a field advance person in the McGovern-for-president campaign, August to November, 1972. She won the Presidential Meritorious Service Award in 1984.

Ms. Constable is married to Peter Dalton Constable. They have two sons, Robert Dalton II and Philip Sherburne, and a daughter, Julia French. □

* * *

Korea

James Roderick Lilley has been deputy assistant secretary, Bureau of East Asian and Pacific Affairs, since last year. Before that, he was a consultant with the Department of Defense/International Security Agency, 1984–85.

Mr. Lilley served with the Central Intelligence Agency from 1951 to 1978. He then became a consultant, Hunt Oil Co., Dallas, 1978–80; adjunct professor of economics (China), Johns Hopkins School of Advanced International Studies, 1978–80; consultant, United Technologies, Hartford, Conn., 1979–80; director, American Institute, Taiwan, Taipei, 1982–84; and consultant, Otis Elevator Co., Farmington, Conn., 1984–85. From February to November 1981, he was on the staff of the National Security Council.

Mr. Lilley was born in Tsingtao, China, on January 15, 1928. He received a bachelor's from Yale in 1951 and a master's from George Washington in 1972. He served in the Army, 1946–47, and the Air Force, 1951–54. His foreign languages are French and Romanian. He received the Central Intelligence Agency's Distinguished Intelligence Medal in 1979. He is a member of the Metropolitan Club and the Chevy Chase Recreation Club. He has written "Taiwan," an economic and political update, for the Asian Society.

Mr. Lilley is married to Sally Booth Lilley. They have three children, Douglas, Michael and Jeffrey. □

* * *

Mauritius

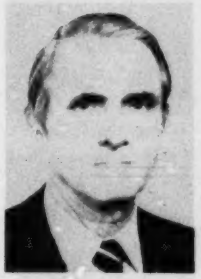
Ronald DeWayne Palmer has been a senior fellow and visiting scholar at Georgetown's Center for Strategic and International Studies since 1983. Before that, he was ambassador to Malaysia, 1981–83.

Mr. Palmer joined the Foreign Service in 1957 and was assigned as an intelligence research specialist on Indonesia, in the Bureau of Intelligence and Research. After taking Indonesian/Malay language studies at the Foreign Service Institute, 1959–60, he became an economic officer in Jakarta, Indonesia. From 1962 to 1963 he was an economic officer in Kuala Lumpur, Malaysia. He returned to Washington in 1963 to become an editor in the Executive Secretariat, Operations Center. The following year he was staff assistant to the assistant secretary, Bureau of Educational and Cultural Affairs.

Then followed assignments as cultural affairs officer, Copenhagen, 1965–67; State Department faculty member and assistant professor at the U.S. Military Academy, 1967–69; deputy director, Office of Philippine Affairs, Bureau of Far Eastern Affairs, 1969–71; political-military officer, Manila, 1971–75; and deputy coordinator for human rights, Office of Coordinator for Humanitarian Affairs, 1975–76. Mr. Palmer was appointed ambassador to Togo in 1976, serving until 1978. He then became director, Office of Foreign Service Counseling and Assignments, Bureau of Personnel. From 1979 to 1981 he was deputy assistant secretary and deputy director general of the Foreign Service, Bureau of Personnel.

Mr. Palmer was born in Uniontown, Pa., on May 22, 1932. He received a bachelor's from Howard in 1954 and a master's from Johns Hopkins in 1957. His foreign languages are French, Indonesian/Malay and Danish. He won the Department's Meritorious Honor Award, 1962, and merit pay award 1985. He has received the rank of knight commander, Order of the River Mono, from Togo, and the Companion of the Order of Johor, from Malaysia. He is a member of the Council on Foreign Relations, the Asia Society and Africare. He has written articles for the Foreign Service Journal and the Center for Strategic and International Studies at Georgetown.

Mr. Palmer has two children, Derek Ronald and Alyson Cecily. □



Mr. Lilley

Mr. Palmer

* * *

Mexico

Charles J. Pilliod Jr. has been a member of the board and a consultant with the Goodyear Tire & Rubber Co., Akron, since 1983. He has been associated with the firm more than 40 years. He has held the following positions with Goodyear: sales staff, export division, 1945–47; vice president and general manager, Goodyear de Panama, S.A., 1947–51; sales manager, Goodyear Peru, S.A., 1951–54; sales director, Goodyear de Colombia, S.A., 1954–56; managing director, Companbia Goodyear do Brasil, 1956–63; sales director and managing director, Goodyear Tyre & Rubber Co. (Great Britain) Ltd., 1963–66; director, international operations, Goodyear International Corp., 1966–70; president, Goodyear International Corp., 1970–72; president and chairman of the board, 1972–74; and chairman and chief executive officer, 1974–83.

Mr. Pilliod has also been active in civic and governmental affairs. He was chairman of the U.S. bond drive, 1977; a member of President Carter's Commission on Mental Health, 1977–78; U.S. chairman, U.S.-Brazil Economic Study, 1983; a member of the President's Blue Ribbon Commission on Defense Management, 1985; and a member of the Foundation for the President's Private Sector Survey on Cost

People at State

Sandra L. Vogelgesang has become the new deputy assistant secretary for international development and technical specialized agency affairs in the Bureau of International Organization Affairs ... **Francis J. Matthews** is director of public affairs for the new Bureau of Diplomatic Security; **Sanford (Whitey) Watzman** has succeeded him as director of the Office of Public Affairs and STATE Magazine, Bureau of Personnel ... In the Bureau of Inter-American Affairs, **Jeremy Nice** is deputy executive director and **Peter D. Whitney** is director, Office of Regional Economic Policy ... **William L. Camp** has been named associate director for management, Foreign Service Institute ... **Samuel E. Fry Jr.** has become director, Office of Public Programs, Bureau of Public Affairs ... **Charles J. Jefferson** is the new chief, Regional Military Forces Division, Bureau of Intelligence and Research ... **Edward A. Casey Jr.** has been tapped as director, Office of Regional Political-Economic Affairs in the Bureau of European and Canadian Affairs ... **Julee Brand** is director of the Allowances Staff, Bureau of Administration. □

Control (the Grace Commission). He is presently a member of the boards of Caressa, Inc., the Communications Satellite Corp., Diebold, Inc., Greyhound Corp., A. Schulman, Inc., and J.H. Williams Industrial Products, Inc.

Mr. Pilliod was born in Cuyahoga Falls, O., on October 20, 1918. He attended Muskingum College, 1937–38, and Kent State University, 1939–41. From 1942 to 1945 he served with the Air Force. He was with the Air Force Reserve from 1945 to 1964. His foreign languages are Spanish and Portuguese. He has won many awards, including honorary doctor-of-law degrees from Kent State, Muskingum and Eastern Kentucky University; an honorary doctor-of-humanities degree from Akron University; and decorations from Queen Elizabeth II of Great Britain; the royal house of Luxembourg; and the governments of Luxembourg, Belgium and Brazil. He won the American Academy of Achievement Award, 1982; the Horatio Alger Award, 1982; and the Bert A. Polsky Award for Humanitarianism.

Mr. Pilliod is married to Nancy J. Conley Pilliod. They have seven children, Christine M. Earhart, Charles Jule III, Mark Alan, Steve Mathew, Renee Elizabeth Skove, Karen Conley and Benjamin Conley. □

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Papua New Guinea and Solomon Islands

Everett E. Bierman has been minority staff director, House Committee on Foreign Affairs, since 1967. He was information officer, Department of Agriculture 1948–51; information director, National 4-H Foundation, Washington, 1951–59; and public relations director, Central Soya Co., Ft. Wayne, Ind., 1959–67.

Mr. Bierman was born in Hastings, Neb., on August 16, 1924. He received a bachelor's from Purdue in 1948 and a master's from American University in 1958. From 1942 to 1946 he served in the Army. He has received letters of appreciation from the President and the Secretary of State for his efforts in support of U.S. foreign policy. He is a member of Toastmasters International, the Lions Club and the Masonic Lodge.

Mr. Bierman is married to Joyce Elizabeth Lear Bierman. They have two sons, James and Robert, and two daughters, Karen and Marta. □

* * *

Peru

Alexander Fletcher Watson, a career member of the Senior Foreign Service, class of minister-counselor, has been deputy chief of mission in Brasilia since 1984. He has held that position as well in La Paz, 1979–81, and Bogota, 1981–84.

Mr. Pilliod

Mr. Bierman

Mr. Watson

Mr. Korn

Mr. Watson joined the Foreign Service in 1962, and was assigned as vice consul and third secretary in Santo Domingo, 1962–64. He was vice consul in Madrid, 1964–65; and intelligence analyst, Bureau of Intelligence and Research, 1966–68. He then took training at the University of Wisconsin, 1968–69. Following his studies, he became political officer, Brasilia and, later, principal officer, Salvador, Brazil. From 1973 to 1975, he was country officer, Office of Brazilian Affairs, Bureau of Inter-American Affairs. He then drew assignments as special assistant for legislative and public affairs, Bureau of Economic and Business Affairs, 1975–78, and deputy director, Office of Development Finance in that bureau, 1977–78.

Mr. Watson was born in Boston on August 8, 1939. He received a bachelor's from Harvard in 1961 and a master's from the University of Wisconsin in 1969. His foreign languages are Portuguese and Spanish. He was given the Department's Superior Honor Award, 1980; Colombia's Order of San Carlos, 1984; and Bolivia's Order of the Condor, 1985. He is a member of the American Foreign Service Association, the American Foreign Service Protective Association, Smithsonian Institution and the Brasilia Golf Club.

Mr. Watson is married to Judith Dawson Tuttle Watson. They have two children, David Fletcher and Caitlin Harlow. □

* * *

Togo

David A. Korn has been a foreign affairs fellow at the Royal Institute of International Affairs (Chatham House), London, since last year. He was chargé d'affaires in Addis Ababa, Ethiopia, 1982–85.

Mr. Korn began his Government career as a desk officer for North Africa, at the International Cooperation Agency, now AID, in 1957. He then held assignments as political officer, Paris, 1957–59; as a member of the Department's Executive Secretariat, 1960–61; and political officer, Beirut, 1961–63. From 1963 to 1964 he took Arabic language training at the consulate in Tangier. Following his studies, he became chargé d'affaires and political officer, Nouakchott, Mauritania, 1964–65. He returned to Washington in 1965 to become desk officer, in the Office of Arabian Peninsula Affairs. From 1967 to 1968 he took Hebrew language training at the embassy in Tel Aviv.

In recent years Mr. Korn was political officer, Tel Aviv, 1968–71; a student at Princeton, in mid-career training, 1971–72; director, Office of

Northern Arab Affairs, 1972–75; and consul general, Calcutta, 1975–77. He became a member of the Department's Policy Planning Staff in 1977. He later was director, Office of Arab-Israeli Affairs, 1978–81. He served in the Bureau of African Affairs, 1981–82.

Mr. Korn was born in Wichita Falls, Tex., on September 1, 1930. He studied at the University of Missouri, received a diploma from the Institut d'Etudes Politiques, Paris, in 1956, and a master's from Johns Hopkins School of Advanced International Studies in 1957. His foreign languages are French, Hebrew and Arabic. From 1951 to 1953 he served in the Army. He received the Department's Meritorious Honor Award in 1974 and 1985, and the Presidential Meritorious Honor Award, also in 1985. He is a member of the American Foreign Service Association. He has written a book, "Ethiopia, the United States and the Soviet Union, 1974–85," and an article, "Ethiopia—Dilemma for the West," in World Today, London.

Mr. Rawlings

Mr. Bremer

Mr. Korn is married to Roberta J. Cohen and has three sons, David, Philip and Stephen, and two daughters, Marie and Elizabeth. □

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Zimbabwe

James Wilson Rawlings joined the Union Carbide Corp. in 1960. Since 1979 he has served as chairman and president, Union Carbide Southern Africa, Inc. During his career with Union Carbide he was counsel, Metals Division, 1960–66, and Union Carbide Eastern, Inc., 1966–69; vice president, finance, Metals Division, 1969–72; and vice president and general manager, mining operations for the division, 1972–78. He was vice chairman, Union Carbide Africa and Middle East, Inc., 1978–79.

Mr. Rawlings was born in Provo, Ut., on October 12, 1929. He received a bachelor's from Brigham Young in 1955 and a doctorate from the University of Utah College of Law in 1958. From 1950 to 1954 he was an Air Force fighter pilot. He later did part-time legal research for the Utah attorney general's office, 1957–58. He was an associate with the New York law firm of Chadbourne, Parke, Whiteside & Wolff, 1958–60.

Mr. Rawlings is a member of the American Bar Association, the Utah and New York bars, and the University Club of New York City. He was awarded the Order of the Coif in 1958. He is the author of "The Utah Board of Examiners," in the Utah Law Review, 1957, and "Prosecutor Forensic Misconduct—'Harmless Error'?", also in the Utah Law Review, 1959. He is married to Joan E. Berkhimer Rawlings. They have three sons, Stephen, Scott and David, and two daughters, Suzanne and Diane. □

Reagan eyes Bremer for terrorism post

President Reagan has announced his intention to nominate the ambassador to the Netherlands, L. Paul Bremer III, as ambassador-at-large for counter-terrorism.

Mr. Bremer is a career member of the Senior Foreign Service, class of career minister. He joined the Foreign Service in 1966 and was assigned as a junior officer in Embassy Kabul. From 1968 to 1971 he was an economic and political officer at Embassy Blantyre. He returned to the Department in 1971 as an operations officer. He then drew assignments as staff assistant to the Secretary, 1972–73; special assistant there, 1973–75; and executive assistant, 1975–76.

In 1976 he was appointed deputy chief of mission, Oslo. He returned to Washington in 1979 to become deputy executive secretary of the Department. From 1981 to 1983 he was executive secretary and special assistant to the Secretary. He has been ambassador to the Netherlands since 1983.

Mr. Bremer was born on September 30, 1941, in Hartford, Conn. He received a bachelor's from Yale in 1963, a diploma from the Institut d'Etudes Politiques in Paris, 1964, and a master's in business administration from Harvard, 1966. His foreign languages are French, Dutch, Norwegian, Spanish, German and Persian. He won the Department's Superior Honor Award in 1974 and the Presidential Merit Pay Award in 1984. He is a member of the International Institute of Strategic Studies, London.

Mr. Bremer is married to Frances Winfield Bremer. They have two children, Paul and Leila. □

Assignments announced for Senior Seminar grads

The Department has announced assignments for State graduates of the 28th Senior Seminar, the list being headed by David L. Mack as ambassador to the United Arab Emirates.

Two other graduates will become principal officers: Donald M. Anderson in Hong Kong and John A. Boyle in Milan. Vincent J. Farley is assigned as deputy chief of mission in Abidjan. Also posted abroad are Richard H. Imus as economic minister in Bonn, David L. Hobbs as consul general in Bogota, and Edwin P. Cubbison as deputy principal officer in Jerusalem.

Assigned as deputy assistant secretaries are Thomas W. Simons Jr., Bureau of European Affairs, and N. Shaw Smith, Bureau of International Organization Affairs. David L. Blakemore will become director for Korean affairs in the Bureau of East Asian and Pacific Affairs, and Myra H. Shiplett has been assigned to the Bureau of Consular Affairs as associate director of passport services. ■

The Combined Federal Campaign helps troubled families, with dignity. □

A trek through the mountains on China's southwest borders

'It would be difficult to overstate the sense of exotica'

IN A TWO-PRONGED "assault" on China's mountainous borders, three Embassy Beijing officers crossed over into the Indian subcontinent, coming through the world's highest peaks as they took advantage of China's policy of opening more and more cities and areas throughout the country to foreigners.

Political counselor Darryl Johnson became the first foreigner (American or otherwise) to travel the 600-mile road across the Khunjerab Pass linking China's Xinjiang Province with Pakistan. And political officers Andreas Onate and Judith Stotz are now the first embassy persons since 1949 to traverse the 560-mile road linking Tibet to Nepal.

In both cases, the officers flew initially to remote capitals of China—Urumqi and Lhasa, respectively—then proceeded overland through desolate and hostile terrain where minority nationality peoples heavily outnumber Han Chinese and tolerate their political control grudgingly. The minority peoples welcome outside visitors, however, and substantially larger numbers are expected as a result of China's current policy of opening to the outside world. These visitors will find facilities and foods which are very basic, even by Third World standards. But they will also find colorful markets, unique temples, incredible mountain scenery, and a glimpse of life almost untouched by the 20th century—or the 19th.

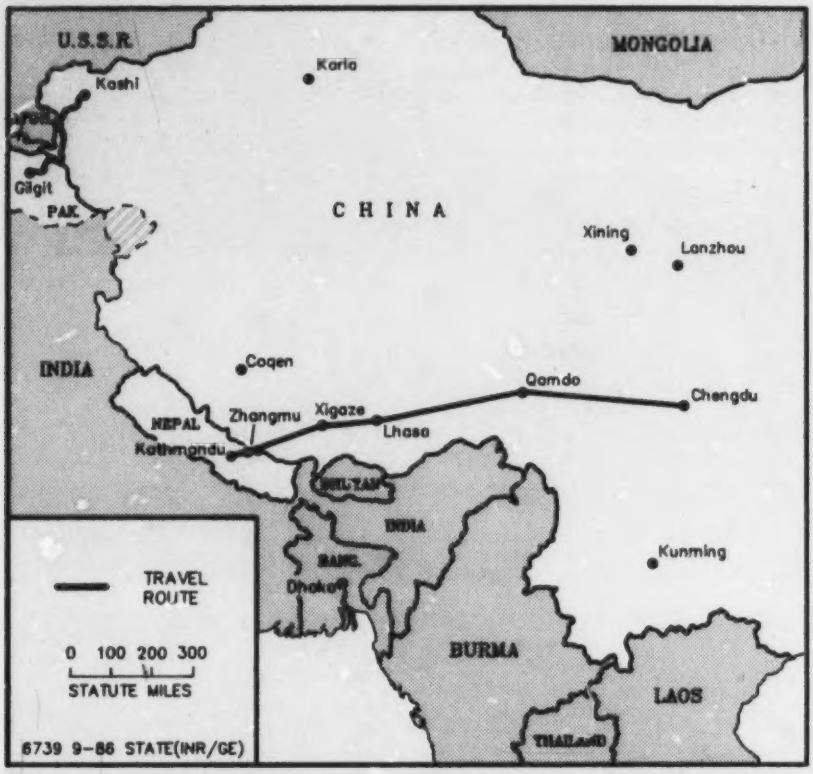
Darryl Johnson **reaches the summit.**

The "Gates of Hell."

'Out of biblical times'

Mr. Johnson left Beijing on April 25 via Urumqi for Kashgar (Kashi in Mandarin), a major trading center famous for its bazaars and its history as a crossroad of empires—the Russian, the British and the Chinese. Kashgar has been open to foreign visitors for less than two years, and it would be difficult to overstate the sense of exotica. The street and market scenes were out of biblical times, and the people out of "central casting." You could see elderly men with white beards, dressed in long black gowns and black hats, walking behind their donkey carts; or women in gaudily-colored skirts, with plain brown shawls covering their faces; or kids with scabby faces, in soft skull-caps, playing in front of run-down mosques.

The Sunday market in Kashgar brings tens of thousands of peasants, traders and craftsmen to the city every



weekend, often from great distances. Even on other days, the city hums with the rhythm of the extensive bazaars, which feature old and new Xinjiang carpets, handcarved daggers, fur-trimmed hats, gold and silver-threaded scarves, old Russian and British imperial coins—and food, especially highly spiced mutton on a skewer, dried apricots and raisins, and flat bread.

The journey from Kashgar to the Khunjerab Pass covers about 270 miles and takes about 10 hours—not counting stops for flat tires or other unscheduled but predictable events. South of Kashgar, the mighty Pamir Range—which includes the largest portion of territory disputed between the Soviet Union and China—looms into view. Farther south, the Karakorum Range spreads across the horizon. Beyond Taxkorgan, the road climbs through more and more desolate country, occasionally interrupted by herdsmen grazing their goats or yaks on the rough scrub that grows along the road and the hillsides. The "road," which is really a gravel path, mainly follows rivers or plains between the mountains. Only twice were there steep climbs along switchback turns; on these narrow stretches, vehicles pass in a sort of vehicular minuet, each coming to a virtual halt, then gradually edging around the other.

At the summit was a stone marker and two signs (in English, Chinese and Urdu) which said: "Khunjerab Pass, elevation 16,000 feet." But the only indication that it was the highest point was that the road, which had been sloping gradually upward, began sloping gradually downward. Otherwise the area was nearly flat and barren, with high peaks all around.

'Much more dangerous'

The road on the Pakistani side, called the Karakorum Highway, was a Chinese aid project, completed after 20 years, in 1978, at great cost in money and lives. It's better in most respects

Chinese checkpoint at Khunjerab Pass.

A Pakistani checkpoint.

than the non-road on the Chinese side, but the area through which it passes is so unstable geologically that it's much more dangerous. In a few places the road has disappeared as rock or ice slides have wiped it away; in several others a way has been cleared to permit one vehicle to pass. The hillsides, steep and loose, look as though a loud shout could start an avalanche. The mountain scenery on the Pakistani side is much more spectacular than on the Chinese side, and makes even the Rockies and the Alps pale by comparison: vast glaciers and valleys spread out in awesome dimension between the 20,000- foot peaks. This portion of the route, more than the high plateau and difficult terrain on the Xinjiang side, must have daunted travelers in earlier times, and kept the Western gates to the Middle Kingdom closed to all but the most intrepid. Today, the risks and discomforts are still present, but are bearable for the three days the land journey should normally take.

At the Kashgar (Kashi) market.

At the China-Nepal border, *Andreas Onate* and *Judith Stortz* pose with their Tibetan driver.

In Tibet, the numbers of foreign visitors, including Americans, has already grown dramatically in the year since the road from Kathmandu was reopened. Travel is now permitted to Lhasa and along that road without special permission, although most of Tibet is still closed to outsiders. Some backpackers have roamed widely through Tibet and other closed areas, but it isn't advisable for visitors to test the limits of Chinese tolerance—as the recent detention and expulsion of a New York Times correspondent demonstrated. Several hundred visitors per week now crowd Lhasa's limited accommodations, and local officials are bracing for an estimated 100,000 by 1990. The airport has been upgraded and hotels are springing up in several locations; a Holiday Inn is expected to open in Lhasa within the next few months.

Despite this growing presence of outsiders, however, Tibet remains the "roof of the world" and truly a world apart: a high and barren plateau (average elevation: 15,000 feet), the size of western Europe, with a population of 2-million, encircled by the world's highest mountains. Inhospitable to its local inhabitants, Tibet is a tourist's paradise. Buddhism was introduced from India some 14 centuries ago, and the unique form it took in Tibet dominates the lives of the people and the appearance of the towns and cities. The Potala, the Dalai Lama's spiritual and temporal fortress, is an architectural wonder which can be seen from all directions for miles around as it rises more than 1,000 feet above the valley floor. Tibetans flock to this holy place by the thousands, bringing offerings of yak butter, which can only be described as having one of the foulest smells a foreigner will ever experience, but for Tibetans an offering worthy only of their spiritual leaders and of the Buddha himself.

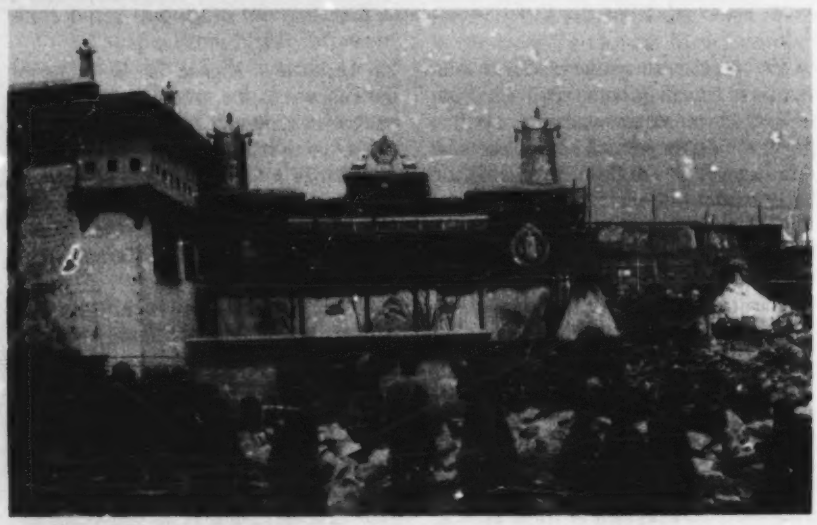
'Spinning their prayer wheels'

The Jokhang Temple, near the center of the city, is the holiest place. Many thousands of Tibetan pilgrims fill the outer courtyard, making their full-length prostrations and circling the Jokhang, dressed in multicolored robes and spinning their prayer wheels. The square is also the site of the largest marketplace in Lhasa, where visitors can mingle freely with Tibetans, who are very friendly and eager to practice their English with any available native speaker. In the market you can see the Khampas, the feared warriors of eastern Tibet who waged a long guerrilla struggle against Chinese rule into the 1970s. You want a genuine Khampa sword? You can get one. The price may seem outrageous, but when a Khampa offers you a sword, it's hard to refuse.

The road from Lhasa to the Nepalese border stretches 560 miles through Lhasa and Xigaze Prefectures. The main difficulty is finding transportation.

Kashgar (Kashi) market scene.

The Potala.



The Jokhang.

The local public bus company sends buses from Lhasa to the border town (Zhangmu or Kasa) two times a week, but only if it has a full load of passengers. Buses to Xigaze, about 180 miles west of Lhasa, are more dependable, but the problem then is how to complete the trip. Mr. Onate and Ms. Strotz decided to hire a mini-bus all the way to the border, sharing the cost with four Nepalese returning home and two Japanese businessmen on vacation. At one point, the driver padded his revenues by picking up eight hitch-hiking backpackers.

The road is unpaved the entire way, and is wide enough only for two vehicles to pass at low speed. The terrain is rocky, arid high plateau; the highest point is about 17,200 feet. But about 20 miles from the Nepalese border, the road goes through the "Gates of Hell," where the gravel track descends quickly from about 12,000 feet to about 7,000, through a dangerous stretch of switchbacks carved from the side of a steep mountain ravine. In some places, the roadbed has eroded and seems ready to collapse into the rushing river below. Like the Karakorum Highway in Pakistan, this road is a major engineering feat.

Home of the Panchen Lama

Along this route, you can also see Xigaze, Tibet's second-largest city, with a population of 40,000 and a spectacular monastery. Xigaze is the home of the Panchen Lama, traditionally the second most important leader of the Tibetans after the Dalai Lama; the current Panchen is a vice chairman of China's National People's Congress. The border town of Zhangmu overlooks the Sunkosi River, which forms the China-Nepal border at that point.

The two officers spent the night with a Chinese Buddhist family because the local hotels were fully booked. For $1 (American) they were escorted to the family's prayer room, which was replete with photographs of the Dalai Lama, Nepal's king and queen, the current Chinese politburo, and an old poster of Mao Zedong, Zhou Enlai and other famous Chinese revolutionaries. Clearly this family was taking no chances. Falling asleep required a sense of humor and determination: in the next room an elderly lady was chanting Buddhist mantras, while a younger woman was playing rock favorites on her cassette player. A carpenter doing repairs added to the beat.

Then the proprietor lit a candle of yak butter; both the light and the smell ensured that no one would sleep until the candle burned itself out.

Driver places an offering at a 17,000-foot mountain pass.

That yak-butter smell

On May 18, Mr. Onate and Ms. Strotz caught a taxi at the China-Nepal Friendship Bridge for the four-hour trip to Kathmandu. Except for the smell of yak butter in their hair and clothing, the trip had come to a successful conclusion, marking the end of this combined assault on the world's highest mountains.

(The foregoing was written by the three officers involved. Mr. Johnson and Ms. Strotz were the photographers.) ■

How the senior threshold board made its decisions

Chairman provides insight into the process and the board's values

BY ROBERT E. FRITTS

The author, until recently, was the U.S. ambassador to Ghana.

"When in the course of human events . . . a decent respect for the opinions of (FS–01s) requires that . . ."

I HAVE BEEN advised by several colleagues not to write this article on the grounds that the board should remain immune from the controversies surrounding the implementation of the six-year window for FS–1s to be promoted into the Senior Foreign Service (SFS). However, my fellow board members and I believe we have an obligation to provide our FS–1 colleagues—those who were successful, those who hope to be and those who were not—with comments on a process which is furthering their carrers or, in some cases, ending them.

Mr. Fritts

For starters, let me say that each member of Board SFS-V had his or her own ideas about the wisdom of the law and of management's decisions. However, our mandate was solely to attempt to select from within the precepts the very best officers for promotion into the SFS, based on the only permissible information, the employee evaluation report (EER) as supplemented by the personnel audit report (PAR).

The results

Are we confident that we selected the most competitive? Yes. Following repeated reviews and discussion, there was an identity of views on the top SFS candidates. In a sense, the relatively small promotion numbers made our task qualitatively more credible, as we were not generally forced to pit officers against each other at levels where the distinctions are most blurred—the large middle segment. In most cases, our top selectees were "clustered" fortuitously above or near the cutoff points. While the selection process is unavoidably subjective, the mechanics are laced with safeguards to neutralize bias and offset aberrations. Of course, the system is only as strong as its base—the EER.

The EER

Despite well-known EER shortcomings—including inconsistency, brevity and rigidity, we were able to discern the *patterns* of performance and potential which the precepts define as qualifying an officer for the SFS. Indeed, as a board "first-timer," it was gratifying for me to see the degree to which an individual's profile emerges over a period of five or more years, especially with two or three jobs and a number of rating and reviewing officers. Exaggerations, euphemisms, obfuscations, *indirecta* and even omissions eventually display a seismic outline, admittedly fuzzy, but still distinguishing, particularly of officers at the top and bottom of the scales.

We suspect that "EER inflation" was even higher this year as rating and reviewing officers sought to "save" their subordinates, a task which even FS–1s evaluating other FS–1s sought admirably to achieve. Don't despair if you were cited for inadequate proofreading; so were many of your peers and the board often considered the phrase a cop out. Conversely, a comment under "Area for Improvement" enhanced the credibility of an outstanding report, provided it did not confirm a pattern. A criticism not subsequently repeated generally reflected a mature effort at improvement.

Drafting, imagination and creativity reached fascinating heights as officers sought to document the new buzzword of "management," even where little existed. A relatively large number of officers, with little or no supervisory responsibility, were cited glowingly as "managing their own time and activities exceptionally well." More relevant was the management experience gained by officers who volunteered or were assigned to crisis management in the Department or abroad (such as working groups on coups and earthquakes); sought opportunities to manage and coordinate VIP visits, such as those of the President, the Secretary and/or congressional delegations; and, perhaps most imaginatively, volunteered as chairmen and chairwomen of local school boards, employee welfare associations, American clubs and commissary boards. The board recognized the management value of those activities, if properly documented by examples of challenge and achievement. A career ambassador noted in a reviewing statement: "What Mr. X needs professionally is what so many of his peers need and what the Service is not able to provide enough of . . . executive responsibility." True enough, but seek and ye shall find.

The board read carefully all statements by the rated officers. After all, it is the board's closest direct contact with you. The term "suicide box" did not quite live up to its name, but some officers confirmed negative comments, particularly on drafting skills. A number of officers used the EER as a vehicle to lambast the window concept and chastise the Department. Speaking to the board on such issues detracts from an already limited opportunity to flesh out by detail and example why an officer is truly outstanding.

Contrary to common corridor wisdom, a number of EERs made dramatic reading, with differences between the rated officer and superiors clearly displayed. In our judgment, an officer who is zapped should exercise his right of reply. In some cases, the board could discern sufficient information to

reach a decision. In others, a reasoned rebuttal led the board to reserve judgment and regard the issue as a standoff, thus averting a possible low rating. However, rebuttal statements which were intemperate, poorly drafted or excessively long raised more questions about an officer than they presumed to resolve.

Similarly, many EERs were deficient in examples of relevant performance. Make sure your rating and reviewing officers have the raw material. It is far better to have the examples in the main body of the report than in your statement. Don't be misled by the good feelings of a fluffy report that is deficient in examples. The board members become very good at discerning fluff. Our board reviewed nearly 600 files, most of them more than once. We learned a lot about rating and reviewing officers, as well as the rated officer.

And finally, pay some attention that your EER is typed neatly, without typos, and with adequate margins. After all, it represents *you*.

Should you compete classwide or functionally?

Our board reviewed all eligible FS–1 officers for promotion classwide. Each officer was also reviewed again for promotion functionally. While officers of every cone were successful in classwide competition, it is almost axiomatic that the bulk of classwide promotions into the SFS will go to those political and other officers who have gravitated to a series of jobs which demonstrate superior performance and potential across the board, such as office directors and deputies, counselors, deputy chiefs of mission, counsuls general, etc. Our board had the impression that a number of officers, including political officers, were directing their careers toward classwide competition when they would have been better advised to emphasize strong points within their functional cones. Under current plans, officers in 1988 will have to choose, where they will compete—classwide or functionally. Our board suggests that each officer should introspectively "know thyself." The competition is and will be tough. There are a number of roads, equally legitimate, into the SFS. Once in the SFS, jobs of challenge and responsibility become more commingled, in part because broad policy and management responsibilities are diffuse. Ambassadors, major deputy chiefs of mission, consuls general, some counselors, and deputy assistant secretaries will come from the SFS pool. Ergo, the first priority should be to get into the SFS.

In that regard, what about out-of-cone assignments? Our board came to regard one successful out-of-cone assignment, and possibly two, as strengthening an officer both classwide and functionally. However, a protracted absence from cone or a hodgepodge pattern of assignments began to raise questions about an officer's functional identity. Depending upon the challenge and performance, a candidate could begin to suffer in functional competition with his or her more directed peers. Our advice is: Study the precepts, emphasize your strengths in bidding on assignments, and, easiest of all but still very important, keep your personnel audit report accurate.

There is a caveat. Our board believed that management should review the criteria for functional promotion to see whether they should be more detailed. If an officer is going to have to choose the area of competition, the rules and the playing field should be as clear as possible.

Competitive factors

Once the board selects an officer as qualified to be promoted within the precepts, it must determine a rank-order through a system of forced distributive voting. Each board member assigns to each batch of 40 eligible officers rankings of 10 to 1—four of each. Officers meriting scores of 10 and 9 are often fairly apparent; so also with the 1 and 2s. But the others are tougher. It is here that the closest competitive scrutiny is placed on collateral considerations, such as languages (number and competence), hardship posts (none, several or many), awards, memos and commendations (particularly since last promoted), and, yes—we can count—on time-in-class as a possible surrogate indicator of experience. None of these factors is determinative, and the circumstances of each officer are different. While there is no model personality profile, a sustained pattern of troublesome interpersonal skills can also make a difference.

One admonition. In my experience, most officers generally consider security violations an unpleasant nuisance, but not particularly grave. But be aware that formal reprimands or suspensions are certain point losers. Board members often lowered their estimates of an officer recently reprimanded or suspended on security grounds. A repetitive inability to avoid security lapses bespeaks an attitude and lack of personal discipline which detract from whatever other qualities an officer is purported to represent.

Kudos

Our board noted that some bureaus and posts appeared more conscientious than others in filling gaps in the file (e.g., preparing memos covering performance for periods of less than 120 days) and ensuring that instances of special performance were documented, frequently by assistant secretaries. We all know that writing memos takes time, particularly during fast-paced operations in the Department and overseas. But don't let your superiors off the hook. If you have done especially well, get it recorded, even if the crisis was only 72 hours.

Opening and closing the window

Our impression is that the promotees, as well as the much larger group of persons recommended for promotion, represented a bell curve of distribution in terms of time-in-class. A few supremely self-confident individuals opened their windows immediately after promotion into class FS–1. Most officers follow a more judicious path.

Our board looked for a consistent pattern of superior performance against tough competition. We recommended some promotions after only three years in class, but they were few. The bulk were after four to seven years in class, while some were longer. In general, strike when you have begun to establish an impressive track record and expect it to continue.

How about being out of the "mainstream"?

The board sought to give the fullest possible credit for senior training and comparable activities. The Department assigns excellent officers to "evaluate the evaluations" which officers receive during Pearson, Cox, foreign affairs fellow, agency details and other assignments, in order to put the reports into a meaningful Foreign Service context. Even so, such assignments are frequently more of an investment in future performance than in current competitive achievement. Becoming aware of this pattern, our board recommended several merit step increases to officers who were outstanding in such assignments, in order further to document their performance.

The future

At the beginning of this review, I noted that our board was generally confident it had selected the most capable persons for promotion into the SFS. However, the number to be promoted was far less than the number we selected as qualified under the precepts. A large number of officers not selected this time will have another chance; others will not. We are going to lose some fine colleagues who just were not high enough on the rank-order list. Were we concerned? Very. Are we still concerned? Yes. Are their talents important? Absolutely. Could we have used more promotion numbers and maintained the standard of the SFS? Certainly. Did we juggle the system to provide "tombstone" promotions? No, although experience counted in some cases, as when breaking ties.

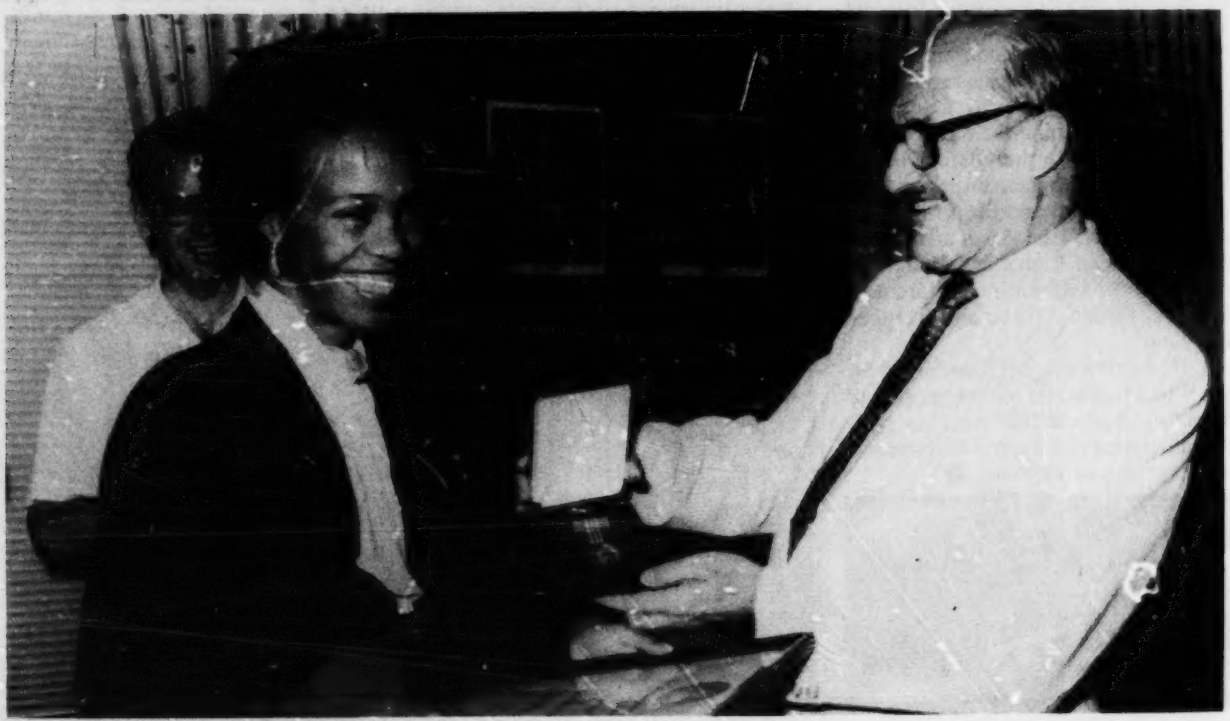
To the new SFS members—our congratulations. To those officers still hopeful—good luck. To those who, for a variety of reasons, were not quite high enough on the list in their final review, our board judged your file with the best professional consideration and concern we could provide. □

USIA selection boards seek volunteers

The Department is soliciting Senior Foreign Service volunteers to serve on the USIA overseas specialist selection boards.

The boards will convene on January 5 for sessions of one and two weeks. Interested employees may telephone Lillian G. Dobsa, 647-3412. Deadline is October 17. ■

PANAMA—Ambassador *Arthur Davis* presents Meritorious Honor Award to *Bisa Williams-Manigault* for her performance as general services officer and acting administrative officer at Embassy Conakry, "under exceptionally difficult physical conditions and with very limited resources at her disposal."



Combined Federal Campaign

State's people are urged to give to needy and health agencies

The Department ranked first in generosity last year

THE DEPARTMENT's Combined Federal Campaign drive is underway. Keyworkers are seeking to raise more than $500,000 to assist 361 volunteer agencies, here and overseas. As in other years, employees may make their contributions through payroll deductions, and designate the health and welfare agency or agencies they wish to support.

This year's fundraising theme is "Make a Dream Come True." "We hope our co-workers will continue the tradition of voluntary sharing," said campaign coordinator Philip K. Johnson of the Office of Employee Relations. "Our dream is to help others who are less fortunate, to relieve pain and health problems now and to support research to eliminate these problems in the future."

Last year State employees and retirees raised a record $548,802. The Department led all executive agencies in the Government with an average gift of $124.19 from each contributor. Nine of the Department's bureaus and offices won Combined Federal Campaign awards for exceeding their goals.

The nine are the Offices of the Secretary, the Program Inspector General and Protocol and the Bureaus of African Affairs, East Asian and Pacific Affairs, Human Rights and Humanitarian Affairs, International Narcotics Matters, Public Affairs and Refugee Programs.

The drive has been endorsed by the White House and has the support of Secretary Shultz at State and his cabinet colleagues in the other Government departments and agencies. ■

Struggling to walk.

Food for a hungry child.

At a day care center.

Immunization against disease.

Data base on spouses' job skills is established

To meet the needs of family members who wish to work, especially at overseas posts, the Family Liaison Office has established a centralized data bank of family member skills, designed to provide information to prospective employers (both government and nongovernment). Family members who fill out and return a form will have their skills entered into a computer data base. When the employee's onward assignment is established, information about the spouse's skills will be sent to the new post in an automatically generated telegram. This is intended to give the post advance knowledge of the skills and resources the spouse will be bringing and, to the spouse who wishes to work, exposure to potential employers at post.

When the skills bank becomes functional, it also will be used to put a spouse's own name and current address on information sent through the Family Liaison Office's "Direct Communication with Spouses Network." Family members who do not wish to participate in the skills bank program are urged to fill out the name and address portion of the form in order to receive future direct communication mailings. Anyone who did not receive the skills bank packet should contact the Family Liaison Office (647-1076) in Washington, or your community liaison office overseas. □

Schooling options symposium: Oct. 15

An expanded Family Liaison Office symposium on Washington area schooling options will be held Wednesday, October 15, from 9 a.m. to 3:45 p.m., in Room 1912 of the Department. Designed with Foreign Service families in mind, the symposium will cover three main topics: day care and preschool programs; selecting the best public or private school for the child, from kindergarten through the 12th grade; and child care issues for working parents, including the latchkey child, before and after-school day care, and summer academic and recreational programs.

Each topic is covered in a two-hour segment, and participants are welcome to attend one or more segments. Five independent education consultants with diverse areas of expertise, and two public school principals, will join State's educational counselor Judith Livingston in presenting the program. Although there will be no charge, registration is required. Call the Family Liaison Office, 647-3178, for information. □

Seminar on selecting a college: Nov. 10

"The College Admissions Process for Foreign Service Families," a seminar, will be held this year on Monday, November 10, from 9:15 a.m. to 3 p.m., sponsored by the Family Liaison Office and the Overseas Briefing Center. Representatives from the Association of Collegiate Registrars and Admissions Officers, the International Division of the College Board, the Department's Office of Overseas Schools and a financial-aid specialist will join Judith Livingston, Family Liaison Office educational counselor, in presenting the program.

Topics to be covered include planning ahead for college; testing; completing the application form; interviewing; campus visits; the early-decision plan; and criteria for selecting a school. Speakers will discuss the competitiveness of overseas students and also what a college admissions officer looks for in candidates for highly selective, moderately selective and less selective colleges or universities. The afternoon session will focus on financial-aid options for Foreign Service families.

To register, call the Overseas Briefing Center, 235-8784/5 Social security number, date of birth and mailing address must be furnished by all participants at the time of registration. ■

"My son Harry just wrote and said they are getting a new DCM."

"That's nice. Last week Louise and Sam got a new BMW."

'Don't sit down!' Ambassador Luers is told

The chair's too valuable

AMERICAN ambassadors in Prague have been unknowingly sitting on a fortune. Two benches in the ambassador's residence are worth $2,300 each. Six chairs in the ambassador's office are worth $125,000 each.

The Department learned the value of the seats only last summer, when Sotheby's, Inc., appraised the furnishings of the embassy and residence in Prague and estimated the value at $1.8 million. (The appraisal was done at cost, compliments of Sotheby's.)

"The residence in Prague is 50 years old," says Lee Kimche McGrath, on contract with the Office of Foreign Buildings to direct State's Art in the Embassies Program. "It was built by a wealthy Jewish coal merchant who fled the country in 1938 and left everything behind. After the war, the U.S. Government agreed to buy the property by deducting $1.7 million from a war debt owed to us by the Czechs. So we actually got the house and furnishings for nothing." The property includes staff housing, a park and the 65-room residence with a separate apartment on top.

One of six Regency walnut armchairs in the ambassador's residence, worth $125,000 each.

Wendy Luers

'Hey, come on!'

When Ambassador William H. Luers began his three-year assignment to Prague in 1983, his wife, Wendy, recognized that the furnishings were valuable. "It was clear to me this was valuable furniture and I thought we should get an appraisal," she says. "I called Sotheby's and they estimated that the appraisal would cost $16,000 to $20,000. But the U.S. Government doesn't pay for appraisals. So I went to Sotheby's in London and said: 'Hey, come on, it would be a feather in your cap to appraise an embassy.' They agreed."

Ms. Luers, who obtained a contract with the Office of Foreign Buildings to coordinate the project, adds: "When Sotheby's arrived, my husband was in his office, and they said: 'Wait, don't sit in that chair!' Just by looking at it they thought it was worth $250,000. And there are five other chairs like it in his office. After the appraisal, they called us from London and said: 'Don't worry, you can sit down. They're worth only $125,000 each.'"

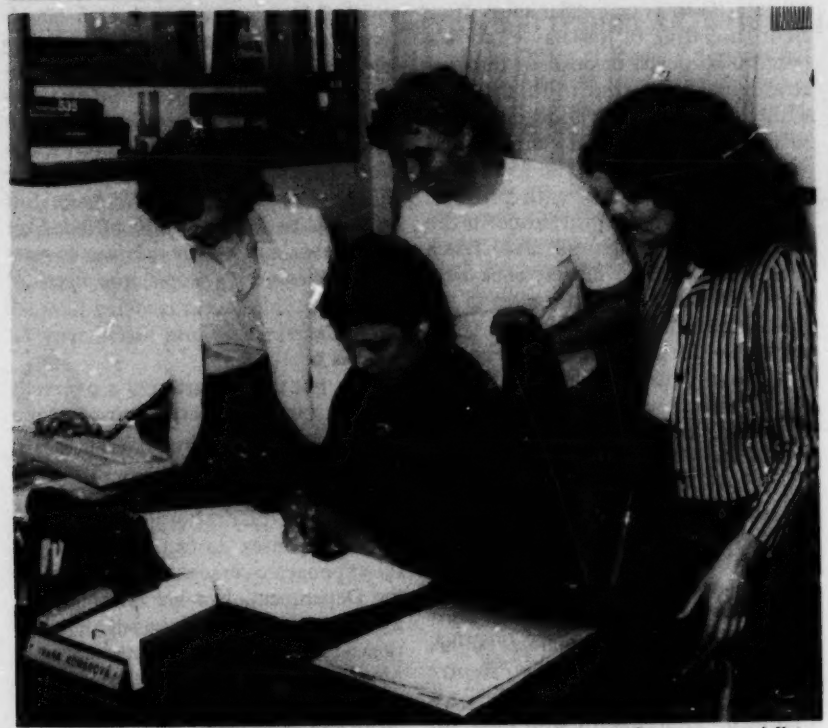
Two benches in the residence had been covered with gold polyester fabric and appeared to be of little value. But they were actually Louis XVI antiques. "We took off the polyester and replaced it with the original tapestry that had been removed," says Ms. Luers. "Sotheby's appraised them at $2,300 each, but they weren't worth even $500 without the original tapestries."

Other valuable furnishings include a Bohemian cherrywood cylinder bureau bookcase worth $30,000, a Louis XV tulipwood and marquetry table worth $18,000, a Louis XV gilt-brass cartel clock worth $3,200, a Brussels mythological tapestry worth $45,000, a Flemish walnut strongbox worth $1,100, a Bohemian mid-18th-century giltwood stool worth $850, and a Louis XV/XVI transitional marquetry commode worth $23,000.

At other embassies

Sotheby's recently conducted a similar appraisal of the embassy in London, according to Ms. McGrath. "Carol Price, the wife of the ambassador in London, who has fine antiques of her own, talked to Ms. Luers, then decided to approach Sotheby's too," she says.

Expanding further on Ms. Luers' idea, Ms. McGrath is working with Susan McQueen, director of the Office of Foreign Buildings' Office of Interior Design and Furnishings, to arrange for appraisals at several other embassies believed to contain valuable furnishings and artwork. They include Brussels, Vienna, Paris, Buenos Aires, Rome, The Hague and Madrid. Eventually all antiques, high-value furnishings and art at posts will be appraised and recorded on a computerized inventory that



Staff members who worked on the inventory project, from left: computer manager *Virginia Morris*, procurement specialist *Ivana Komarova*, procurement/inventory specialist *Petruska Pichlerova*, general services officer *Karen Van Pelt*.

Bohemian mid-18th-century giltwood stool worth $850.

Sotheby's will update every three years.

Ms. McGrath has also assisted in organizing a nonprofit education foundation called Friends of Art and Preservation in Embassies, to raise money to buy and preserve artworks, furnishings, antiques and historic buildings.

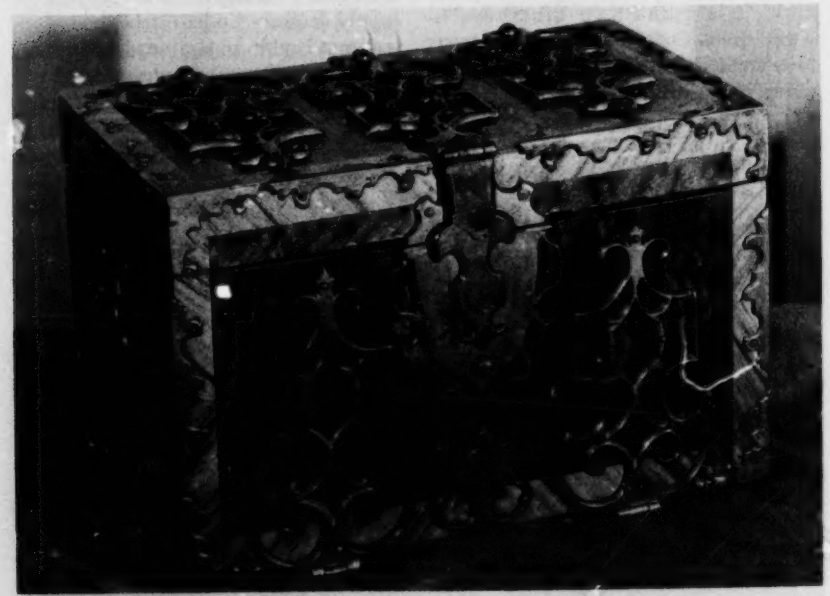
"We realize that the U.S. Government owns many valuable furnishings and works of art throughout the world," she says. "But State isn't in a position to identify and evaluate them. So we'll call on outside experts as needed. They'll assist in decisions involving alterations, with preservation in mind."

Know your furnishings

The office will also use the experts' findings to brief new ambassadors on the furnishings in the residences they'll be inhabiting. "The art and antique market has escalated in recent years, so many of our valuable furnishings may be worth more now than when they were donated or purchased," Ms. McGrath says. "It behooves us to find out how much they are worth and to take care of them."

Ms. McGrath is the former director of the Institute of Museum Services and the Association of Science and Technology Centers. She was assistant director for special projects at the American Association of Museums. Working as a consultant to the government of Peru, she helped establish a new National Museum of Archaeology and Anthropology in Lima. In 1982 she conducted the first International Water Sculpture Competition for the Louisiana World's Fair.

—DONNA GIGLIOTTI ■



Flemish walnut strongbox worth $1,100.

Ask Dr. Dustin

Q. BRASILIA

A friend of ours lost her mother two years ago. She's still in mourning and some people say this is too long. What do you think?

A.

No two people react the same way, and there is no fixed amount of time to mourn. Mourning is defined as a reaction to the loss of a loved one. At some point (no one can say exactly when), you begin to feel it's too much or too long. The symptoms may be the same, such as sadness, apathy, crying a lot, but the person hasn't been able to pick up the thread of living again. This type of prolonged mourning (or depression) usually can be helped by understanding what's happening to the person and why. It's not the type of depression that should be treated with medication. Counseling with a professional can be helpful.

Q. WASHINGTON

Our 14-month-old boy has already been to the emergency room twice because of accidents. Besides poison prevention, do you have any other suggestions or tips?

A.

Surely, I don't need to tell you that children between ages 1 and 2 are mobile and into everything. They climb, they open doors and drawers, they take things apart, they love playing in or with water. All of these are normal activities. At this age, children are enthralled by what they're doing, unaware of the danger. *Watch your child at all times.* Some considerations: *Falls and cuts*—Doors, screens and gates at stairways, driveways, storage and other hazardous areas should be safely fastened and secured closed. Use plastic dishes and cups. Check furniture for safety features—avoid sharp decorative handles or edges. Use a rubber mat in the tub. Keep your toddler away from floor-to-ceiling or low bay windows; install a barricade or position furniture strategically in front of this type of window. Teach your toddler how to safely go up and down stairs. *Burns and electric shocks*—The kitchen is dangerous and filled with pitfalls. Never leave your child alone in the kitchen; this is a high-risk area. Teach your child what *hot* means, cook only on backburners, turn pothandles to the wall, remove knobs from stoves when not in use. Keep matches locked up and away from your child's reach. Cover electric outlets with safety plugs. Keep the cord to the coffee pot and the cords to other appliances out of reach. *This admonition is worth repeating.* Keep the cord to the coffee pot and cords to other appliances out of your child's reach. Keep knives and sharp kitchen instruments on high shelves. Place guards in front of fireplaces or wall heaters, around steam radiators, hot air registers and floor furnaces. *Aspiration*—Avoid choking accidents. Toys should be unbreakable and have no small parts that can obstruct the airway. Don't give toddlers nuts, popcorn, balloons or chewing gum. *Drowning*—Never turn your back on a child in a bathtub or otherwise in water. Even shallow water is dangerous to a child. When near a pool, lake or pond, the adult watching the toddler must be particularly alert, agile and able to move fast. *Car safety*—Don't allow your child to play in the driveway or in the garage. Place safety latches on car doors. Don't hold the child on your lap; always use an approved safety car seat. Check the manufacturers' instructions regarding installation and use. In addition to all of these precautions, you must continue to be ever-vigilant to prevent poisoning incidents with medicines and common household products.

Q. EUROPE

Our embassy medical office, staffed by a regional medical officer and a Foreign Service nurse, today refused my request for a supply of my high-blood-pressure medication, prescribed by my doctor back in the States. The outrageous explanation was that the Department doesn't provide long-term medication. So I was given a prescription and told to mail it to the States for filling. Yet there's a whole room full of medicine in the health office. Can you please direct your minions to pass out medication to people who need it?

A.

Sorry, but the Department's overseas medical program doesn't provide carte blanche medical services for all outpatient and inpatient needs. Legislative authority delineates specific criteria for payment of certain hospitalization and related expenses. In fact, not all hospital expenses overseas are covered by the Department. Nor are all outpatient expenses covered, such as payment and provision of prescription medications. Most medical/health units abroad maintain a supply of drug items which are dispensed as needed. When local drugstores are unavailable or unreliable, the units attempt to provide a range of medications which might be needed in emergency situations, until permanent supply sources can be established. I regret that health units abroad are unable to provide *all* types of prescription and nonprescription drugs that you require during the course of a tour overseas. Prescription medications used to treat or control chronic medical conditions should be obtained from a permanent supply source. If assigned overseas, you're expected to purchase first-aid materials, nonprescription patient drug items, and prescription medications required on a long-term basis, just as you do when you're assigned to Washington.

Q. WASHINGTON

I have been assigned to the Department for over four years and was recently hospitalized. I was told that the Department would not pay for this period of hospitalization. Why?

A.

Payment of hospitalization expenses under our program is limited to illness, injury or medical condition incurred while the individual is overseas. If it was determined that your most recent hospitalization had no connection whatsoever with previous overseas assignments, payment of medical care must be your personal responsibility and that of your health insurance carrier.

Q. AFRICA

My mother is my dependent and resides with me at my overseas post. Recently, she required hospitalization and I had to pay the bill. Why?

A.

Ah, the age-old question! 3 FAM 681.6 specifically cites those dependents eligible for medical services under the Department's program. Eligible dependents are spouses and children. Children include natural offspring, stepchildren, adopted children and those under legal guardianship of the employee or the spouse, when such children are expected to be with the guardian until they reach 21. Unfortunately, there's no provision for coverage of mothers, fathers, aunts, uncles, etc. □

'You can't catch AIDS from just working in the same office'

The Office of Medical Services has been receiving an increasing number of inquiries on AIDS and the Department's policy on assigning employees with AIDS. Some of the most common questions are answered in the following interview with Dr. Eben H. Dustin, director of medical services; Dr. Paul A. Goff, senior deputy assistant secretary for medical services; and Dr. Burnett Q. Pixley, assistant medical director for health care programs. STATE's Donna Gigliotti conducted the interview.

Q—Can employees catch AIDS from fellow employees?

Dr. Goff—No. Not in the workplace, because AIDS is spread primarily through sex, blood transfusions and sharing needles used to inject drugs. You can't catch AIDS from just working in the same office with a person who has AIDS.

Dr. Pixley—Studies in close family circumstances show no spread of the disease even within families, where people eat out of the same dishes, drink from the same cups, take baths together and are cared for at home.

Q—How would I know if someone in my office has AIDS?

Dr. Dustin—You can't really detect AIDS in a fellow employee because, once you're infected with the AIDS virus, you may not exhibit symptoms for years. By the time symptoms like weight loss, fever and swollen lymph glands are apparent, the disease is quite progressed. But even at that stage, the disease is contagious only through sexual exposure or injections of blood or blood products.

Q—What is the Department's policy on assigning employees who have been diagnosed as having AIDS?

Dr. Goff: If you have symptoms and blood tests show you have AIDS, you wouldn't be assigned overseas. If you were infected with the virus that causes AIDS but had no signs or symptoms of the disease, you'd have a limited clearance to posts where adequate facilities are available and where the risk to you from other infectious diseases is minimal.

Q—When assigned overseas, how can you prevent contracting AIDS through blood transfusions?

Dr. Dustin—Blood can be tested to see if the AIDS virus is present, but in some areas overseas that testing can't be done. Therefore, we have instructed health units in those areas to seek donors from within the American community and require that all donors read a questionnaire. This questionnaire, similar to one developed by the American Red Cross, cites the risks to both the donor and recipient of a number of medical problems, including AIDS. Donors with any risks or concerns are asked to eliminate themselves from becoming donors.

Dr. Goff—And we further recommend that blood transfusions be used only when absolutely essential to save lives.

Q—Can AIDS be transmitted by the gamma gobulin shots that many of us receive before going overseas to protect us from hepatitis?

Dr. Goff—No. Gamma gobulin shots are safe.

Dr. Pixley—If you don't receive

ABIDJAN, Ivory Coast—Ambassador *Robert Miller* presents award from the Secretary to Dr. *Christine Bieniek*, regional psychiatrist, for her assistance to Embassy Beirut in 1984.

blood transfusions from an infected person, and you don't inject drugs with needles used by an infected person, the only way to get AIDS is through sexual contact. It's not borne in the air, it's not carried by mosquitoes, it's not in the drinking water or in milk. It's spread sexually—and not just homosexually. It attacks heterosexual and homosexual males and females. In our country it attacked the homosexual community first, but it appears to be moving into the heterosexual community as well.

Dr. Goff—I think it's important for people to realize that AIDS is a problem that's not going to go away. Vaccines or drugs are unlikely in the near future. And if one were developed, it would do nothing for those who already have the virus. So, we'll have to adapt to it and learn to live with it, whether we're posted overseas or in the States. □

Alcohol Awarenes Program

When to drink and when not to

The following is reprinted here, with permission, from the pamphlet "A Health and Fitness Guide to Alcohol," published by the Alcoholism Council of Greater New York.

When to drink—and when not to:

So far we've looked at the separate aspects of fitness, including diet, exercise, physical beauty—and even the greatest expression of our ability to survive: love.

But no guide on fitness and alcohol would be complete without acknowledging that it is *not* an option in some lives.

Those afflicted with alcoholism—an illness which research shows you may well be predisposed to from birth—have bodies that can *never* tolerate alcohol.

Fortunately, the warning signs of alcoholism are well recognized.

Can alcohol be a part of a healthy life? The answer to this question is as variable as people themselves. We hope this guide has begun to clear some of the mist surrounding *all* our questions about alcohol and fitness.

For just as we've learned to control other powerful influences on our diet—like caffeine, cholesterol, sodium, and even sugar—we can grow more aware of alcohol's place in healthy diets. And healthy lives.

How to drink healthy for life:

1. Set your own limit based on alcohol's effect on your personal health and fitness goals. If you're going to a party or dinner with friends, decide how much is too much ahead of time, and stick to your limit.

2. Have something to eat. Even if you can't eat a whole meal, eat something—especially a fat. A glass of milk, for example.

3. Sip drinks, don't gulp. You'll still enjoy the relaxing effects, even as you stick to your own limit.

4. Dilute your drink. Given the choice between a tall diluted drink and a short potent drink, go for the tall one.

5. Don't drink to relieve symptoms. Alcohol is a depressant, and can actually exaggerate feelings of anxiety, pain, or depression—not relieve them.

6. Don't drink to signals: i.e., lunchtime, quitting time, before dinner, nightcap, etc.

7. Don't drink and drive. Depending on your body weight, it takes about one hour to metabolize each drink. If you drink faster than one drink per hour, alcohol accumulates in your blood and can take longer to get rid of.

Copies of the pamphlet are available from the Alcoholism Council of Greater New York, 133 E. 62nd Street, New York, N.Y. 10021. In the meantime, if you think you have a problem with alcohol, get in touch with the Alcohol Awareness Program, Department of State, 647-1843 or 647-8804. Regulations require that all contacts with the program be handled on the basis of medical confidentiality. ■

QUITO, Ecuador—At dedication of new Marine house, nurse practitioner *Carol Dorsey* is carried over the threshold. Others, left to right: *Alberto Vela, Patricio Salinas, Paul Madrid, James Mayes, Frankie Davis, Mark Sigurdson, Robert Morley* (background), *James Farley* (back turned).

Grievance Actions

Biographical sketches are at issue

(G-002(5))—This grievance claimed irregularities relating to the convening of a selection board which low-ranked the employee; inaccuracies in material presented to that board; and other actions of an alleged prejudicial nature. Except for one of the eight remedies requested, the agency denied the grievance, and the officer appealed.

The board's findings included: (1) There was no showing by the grievant that he was in any way adversely affected by the composition of the selection board. The agency had made every effort to constitute that board in compliance with its regulations and the Foreign Service Act. (2) The agency acted injudiciously when it permitted biographical sketches of the officer to be placed before the selection board without first permitting him to see them and ensure correctness. In the board's opinion, however, there was little likelihood that a line entry as to the grievant's previous overseas service as a general schedule (GS) employee would have any effect on the selection board's decision. The board noted that the agency has ceased to include biographical sketches in official personnel files. (3) As a noncareer officer serving under a limited five-year appointment, the grievant was ineligible for promotion into the agency's Senior Foreign Service.

The board noted that the agency expunged the low-ranking the grievant had received. The grievance was denied. □

Overcomplement complaint fails as an issue

(G-013(4))—The grievant, a career-candidate junior officer, protested his separation from the Service for having failed to attain tenure. He claimed that the tenure board based its decision on three erroneous and falsely prejudicial evaluation reports and inappropriate career opportunities. As remedy he asked that the evaluations be expunged and that he be reinstated with two additional years of eligibility for tenure review.

The grievant's first assignment with the agency was an overseas training tour during which he was promoted. He was then transferred to Washington, where he was assigned to a series of short-term overcomplement positions. He claims that these assignments and the overcomplement status hampered his career development and advancement.

He contends that, with respect to one of the contested evaluation reports, he was never provided with a specific list of duties or performance criteria, in violation of agency regulations. Further, he claims that during the period covered by these two reports he was denied direct supervision when the rating officer was away from the office for lengthy periods.

The agency responded that, while the grievant was on overcomplement status, his name was placed on the agenda of assignment panels at least 20 times for consideration for overseas assignment but that no assignment ever materialized. Consideration for assignment was based, in part, on the performance record of the grievant in comparison with that of other career candidates.

In reviewing his grievance, the grievance board found that the agency had taken the required steps to train him, assign him to a position he could handle and to have him reassigned abroad. The board found no evidence that weaknesses perceived by the rating officer were inaccurately presented or falsely prejudicial.

Regarding the allegation that he was not provided a clear list of duties or criteria for work performance, the board found that some major assignments of work were discussed with him beforehand and others were discussed with him as they arose. The rating in question was based only on those assigned duties which the grievant agreed were clearly understood by him; the other duties were deleted from the list. Regarding the allegations that periodically he did not have direct supervision, the grievant did not demonstrate that his performance would have substantially improved if the rating officer's absences had not occurred.

In view of the foregoing, the grievance was denied. □

Officer loses twice in tenure reviews

(G-019(6))—The grievant was an untenured officer claiming that two EERs (employee evaluation reports) contained falsely prejudicial and inadmissible comments which prevented his being tenured. He requested expunction of the comments and an extension of time in which to achieve tenure.

His agency agreed to expunge most of the comments, but denied him an extension of time. Instead, the agency agreed to an additional commissioning-and-tenure board review. With respect to the second EER, the agency also removed comments and agreed to an additional tenure board review because the first tenuring board had seen the second flawed report. Neither tenure review resulted in a favorable tenure decision.

The grievant argued before the grievance board that the agency had the burden of proof of establishing that it had put him back in the position he would have been in if not victimized by the unfair comments. The agency claimed that it had done just that by giving him two successive tenuring reviews of his file after the grieved comments had been removed. The grievant also claimed that on previous occasions the agency had granted him extensions of time under similar circumstances.

The grievance board agreed with the agency that it had met its burden of proof by granting two tenure reviews, neither one of which resulted in a favorable tenure decision. To the grievant's claim that his overall rating factor had been unfairly lowered by his rating officer, the grievance board found that the change resulted from the recommendations of the post review panel, a proper exercise of its authority as provided in the Foreign Affairs Manual (3 FAM 524). □

Agency prevails after acknowledging error

(G–024(5))—The officer grieved the agency's retention in his file of a performance evaluation report without having expunged a substitute reviewing officer statement as it had promised. He contended that the oversight cost him a promotion. The agency denied that its error disadvantaged the officer and cited other reasons for his not being promoted. However, it did offer to backdate a promotion should he be reached for promotion by the next selection board. When his name was not on the subsequent promotion list, he appealed his grievance to the grievance board.

The board determined that the agency's error may have been a substantial factor in the grievant's nonpromotion. The board then directed the agency to submit evidence in support of its contention that, even in the absence of its error, the grievant would not have been promoted in the year his grieved evaluation report was prepared.

Upon examination of statistical evidence and an analysis of the grievant's competitive situation presented by the agency, the board concluded that the agency had demonstrated by a preponderance of the evidence that, even in the absence of its failure to remove prejudicial material from the grievant's performance file, he would not have been promoted in the year under review. The grievance was denied. □

Senior officer wins on most pay claims

(G–027(2))—The grievant complained that the pay level assigned to him and others of his class upon their promotion into the Senior Foreign Service was inequitable, in that it would result in a lower salary than for his former peers who were not promoted but who might be promoted later. The agency acknowledged administrative error and raised the grievant to the next-higher level. The following year, legislation was enacted permitting further adjustments, and the agency subsequently announced "a first step toward alleviating current salary inequities." The agency then notified affected members of a second upward change in salary level. The grievant's salary level was raised accordingly.

Some 20 months later, the agency informed members that all who had received the special adjustment would be eligible for another adjustment two years from the date of that special adjustment. Shortly after the expiration of this two-year waiting period, the grievant was promoted to the next-higher class. However, the agency then advised that the effective date of the second salary-level adjustment was improper, noting that Section 401(a)(2) of the Foreign Service Act of 1980 and 3 FAM 226.4–4 prohibited more than one adjustment within any 12-month period. According to the agency, the grievant's second adjustment, effective less than one month before his second promotion, was improper, and had to be corrected to be two months later than the original effective date. The grievant complained that this would deny him a salary increase to which he was entitled. He maintained that the second upward change was not an adjustment according to the definition, hence did not require the waiting period.

The board agreed with the grievant, and directed the agency to reinstate his pay level to its original effecive date, to raise the level again effective with the end of the two-year waiting period as set forth in the circular cable, and to raise the level once more, retroactive to the effective date of his second promotion. However, it denied his request for a change to a higher level retroactive to his initial promotion into the senior service. □

Rating officer's views are upheld by board

(G–028(4))—The grievant was a probationary officer who was separated after failing to achieve tenure. He grieved three probationary evaluation reports covering service at one post, some three-and-a-half years after he had entered the Service.

The board carefully examined the reports and the grievant's contentions, finding that many of the grievant's comments amounted to requests to substitute his views for those of the rating officer. Nor did the board perceive the internal inconsistencies claimed by the grievant. Finally, it concluded that it was not persuaded that minor deviations from the regulations so late in his candidacy had any effect on his ability to compete for tenure. The grievance was denied. □

Board rules for agency in lateral-entry case

(G–061(4))—The grievant was chief of a program division in his agency but could not be advanced for lack of opportunity beyond his grade in his specialty. When his agency offered him a position in an institute overseas, by arrangement with the host government, he agreed to the conditions of appointment. Those were that he be separated from the Service but that he could compete for promotion as a generalist while abroad. He was informed that his reinstatement in the agency as a generalist would be conditioned on his passing a lateral-entry examination for appointment as a commissioned officer.

During his service with the institute, his performance file was reviewed by three generalist selection boards but he was not recommended for promotion. Also during that period, he took the lateral-entry twice without success. Upon his return to Washington, the grievant was reinstated with his agency in the grade and specialty he had previously held. Later that year, his performance file was reviewed by a specialist selection board, which recommended his promotion. As there were no positions available at the next-higher grade, he was not promoted. He claimed he should nevertheless have been given the promotion, as the agency was obliged by terms of his secondment to return him to an "appropriate grade and position" upon his reinstatement.

The board found the grievant's claims to be without merit. It con-

cluded that he knew before he accepted the overseas position that, for the entire time he was in it, he would be competing for promotion as a generalist. He was satisfied with the arrangement while he was abroad, even taking the lateral-entry examination twice in order to continue employment as a generalist. He knew too that, upon reentry into the agency, he would be competing for promotion as a specialist, and that promotion in his specialty depended on the availability of promotion opportunity at a higher grade. The grievant did not show that he had been disadvantaged by the agency, or that the agency acted in any way contrary to the statute he cited. The grievance was denied. □

Living quarters allowance verdict goes to officer

(G–081(5))—The grievant was assigned to a post where the agency's employees receive a living-quarters allowance in lieu of housing. Before entering on duty there he signed, with post concurrence, a lease with a diplomatic clause, allowing him to terminate upon three months' notice, under which the post assumed responsibility for rental payments until the expiration of the three months' notice.

Upon arrival at post, the grievant drew a three-month advance on the allowance. Shortly thereafter, his situation became complicated by a serious family illness. Because of the disruption ensuing from this situation, the post requested, and the agency approved, his immediate return to the United States after only two months at post.

In the course of the hospitalization and evacuation of the ill family member and the unexpected arrival of other dependents, the post asked the grievant to sign the lease-termination document invoking the diplomatic clause and authorizing the post to rent the house. The grievant refused, explaining that he had no other home for his family until he could make arrangements for them in the United States. The grievant paid two months' rent in advance, arranged for a relative to come and take care of his family, then returned to the United States as ordered.

Two months later, he went back to get his family, and at that time invoked the diplomatic clause in the lease. The post insisted that, since he had not signed the lease termination earlier as requested, the grievant was responsible for rental payments for the three months following his vacating the house. The grievant argued there were regulations permitting the agency to assume this responsibility under sufficiently unusual circumstances. He asked for refund of amounts withheld and for relief from responsibility for the three months' rent following his terminating the lease.

The board found that Standardized Regulation 013 provides for unusual circumstances of this nature, and directed the agency to reimburse the grievant the amount he paid after invoking the diplomatic clause, and to assume responsibility for the three-month period following termination of the lease. □

Assignment to lower position held justified

(G–090(4))—The grievant was assigned to a certain position at post for a two-year tour, later extended at his request for a third year. Meanwhile, at post, he married an employee of another (nonforeign affairs) agency (so that agency ruled its tandem couples provision did not apply). In a complicated sequence of events, he sought a transfer to one of two positions in another post building, extension of his tour at the post for a fourth year or assignment to a neighboring post. All of these requests were denied, except that he was transferred to the other building in a position two grades lower than his rank, the justification being the limited time remaining on his tour.

The grievance board held that there has been no violation of law, established policy or regulations by the agency in this sequence of assignments, citing the principal officer's authority within the regulations to make reassignments within the post with the agency's approval. □

Agency must pay excess on weight of books

(G–095(4)—The grievant was billed by the agency for excess weight in shipment of household effects from a post to Washington. In seeking an exception, he pointed to the need for him to acquire additional household furnishings needed to fill a void in the representational appearance of the residence, which was heavily used for that purpose during his tour. He also sought an exception for professional books relating to the country acquired during the tour. The agency's denial of the exception for the household furnishings was upheld by the board, which, however, directed the agency to pay that portion of the excess consisting of a given number of professional books and publications acquired during the tour. In doing so, the board found that the regulation concerning this category did not, as currently written, clearly require an advance request for such a shipment; it held that the agency should have considered this portion of the request on its merits. □

Complainant wins 2-year time-in-class extension

(G–097(4))—The officer charged that three evaluation reports covering a two-year period, which had been prepared by the same rating and reviewing officers, contained improper, unsubstantiated and highly prejudicial material. He contended that the reports resulted in his failure to be promoted. As remedy, he asked that the reports be removed from his files, that he be awarded a retroactive promotion and that his maximum time-in-class be extended.

The agency responded that the first two of the reports would not be reviewed by future selection boards because they were outside the time span of reports normally submitted for board review. Thus, it claimed, the reports could do him no harm. It said, however, that the third report contained deficien-

cies and agreed to expunge it from his record. The agency offered to extend his time-in-class by one year, but it denied the request for retroactive promotion.

With respect to the first two contested reports, the board found that the officer was in effect time-barred from grieving them. Regarding the third report, the board found that it was a substantial factor in the officer's not being promoted. The board placed on the agency the burden of establishing that, even in the absence of the defective report, the officer would not have been promoted. In response, the agency reconvened a selection board, which did not rank the grievant high enough for promotion.

The board ordered a two-year extension of the officer's time-in-class, but denied his request for retroactive promotion. □

Review of review board action doesn't fly

(G–102(2))—The grievant was designated for selection-out. He appealed to a special review board, which upheld the selection-out but recommended it be deferred to the time when he would be eligible for an immediate retirement annuity. The agency accepted the recommendation, but said that regulations precluded both performance file review by a selection board and any within-grade salary increase during the extension. The grievant later complained that his performance file contained materials which the selection board and the review board should not have seen. The agency replied it could not process a grievance based on issues already considered by the review board. In the ensuing hearing before the board, the grievant emphasized he was only seeking removal of certain materials in his file, and was not contesting his selection-out. Later, the parties executed a settlement agreement providing for specified changes in his personnel file, and the grievant committed himself not to pursue further litigation in this matter.

Within the time frame of the foregoing, the agency twice inadvertently processed a within-grade salary increase for the grievant. Each such increase was later withdrawn. On appeal, the first grievance was denied on the grounds that the grievant's status during the extension of his time in service precluded any increase as well as any review of his file by selection boards. After the second denial was appealed to the board, the grievant moved to remand the issue of selection-out to the agency, even though the board had repeatedly told him this was not a valid issue.

Finding that the grievant was essentially trying to emphasize a different interpretation of the same facts presented earlier to the review board, the grievance board reaffirmed its previous ruling of no jurisdiction over the grievant's selection-out. The board also found that, with no new evidence to suggest its earlier judgment should be reversed, it must deny the grievant's appeal of the denial of the salary step increase. □

Occupational-specialty grievance fails

(G-104(4))—The grievant began his Foreign Service career in occupational specialty A, later transferring to occupational specialty B. When he applied for conversion to FSR (FAS candidate), the agency denied his request on the grounds that this would have been a de facto promotion by conversion, and would have had an adverse impact on promotion opportunities at that level in his occupational specialty.

The grievant appealed, and the agency upheld the denial. The agency cited FAMC 788, which dealt with conversion to FSR status, asserting that it reflected a change of policy aimed at ending noncompetitive promotions through conversion to FSR, and that to grant an exception would defeat the purpose of the change of policy. The agency said that the denial of conversion had occurred more than three years before the grievance was filed, and that therefore the grievance was time-barred under Section 1104 of the Foreign Service Act of 1980.

The grievant acknowledged that a grievance must be presented within three years of the matter giving rise to it. He argued, however, that the occasion for his grievance did not develop until the skill-code change transfers and the conversions of others in other occupational specialties, which he only discovered within three years of filing this grievance.

The board found no evidence that the agency had violated its published policy when it denied the grievant's request for conversion. FAMC 788 clearly gives the agency authority to limit or deny conversions to avoid adverse impact on promotion opportunities within a given occupational specialty. The conversion of others cited by the grievant took place outside his occupational specialty, and therefore had no impact on promotion opportunities within his specialty, and the agency had not acted wrongfully in converting the two individuals in their respective fields.

In view of the foregoing, the board did not find a basis for an exception to the three-year limit under Section 1104 of the act, and determined that the grievant's appeal of the initial denial of his request for conversion was untimely. The grievance was therefore denied for lack of jurisdiction. □

2 bargaining agent grievances are resolved

Two institutional grievances filed by the American Foreign Service Association (AFSA) as the exclusive representative for State Department Foreign Service employees have been resolved in recent months. The proceedings in each case, as summarized by the Department's grievance staff, follow:

Weight allowances

In November 1984 AFSA filed a grievance charging the Department with breach of a collective bargaining agreement on weight allowances for shipment and storage of effects. As a remedy, AFSA requested that the De-

partment (1) immediately pay the storage costs of all employees whose effects were below the new weight limits, effective May 1, 1984, and (2) notify all employees of the Department's continued commitment to and intention to abide by the negotiated agreement on shipment and storage of effects.

The agreement on weight allowances had established a new and higher limit effective March 1, 1984, for the combined shipment and storage of effects. It was understood between AFSA and the Department that all effects in storage on the effective date exceeding the old weight limit but within the new weight limit would be covered by the agreement.

After the agreement was concluded, a question arose about the legality of the Department assuming responsibility for additional weights already in storage. The question was referred to the General Accounting Office for a decision. Pending that decision, the Department withheld implementation of that portion of the agreement. On April 2, 1985, the Department received the office's decision that it could legally assume responsibility for the added weights. The Department thereupon implemented this portion of the agreement, effective from the originally agreed date.

After discussion between the Department, AFSA and the Foreign Service Grievance Board about remaining questions concerning the Department's commitment to pay the additional storage costs, the Department sent a cable to all posts. The cable informed employees they could make arrangements with the Department to be reimbursed for any storage charges within the new limit they had paid for any time since May 1, 1984.

After this cable was sent, AFSA withdrew the grievance.

Promotion process

In February 1984 AFSA filed a grievance charging the Department with breach of the collective bargaining agreement on labor-management relations and promotion precepts. AFSA contended that an employee had been denied a promotion in 1983 because of his union activities.

In its decision of January 11, 1985, the grievance board noted two issues: (1) Did the Department violate the collective bargaining agreement on labor-management relations by discriminating against the employee because of his union activities? (Discrimination was alleged in the form on nonpromotion and other reprisals, including tenure and assignment problems.) And (2) did the Department violate the 1983 Foreign Service selection board precepts through partiality in the promotion process?

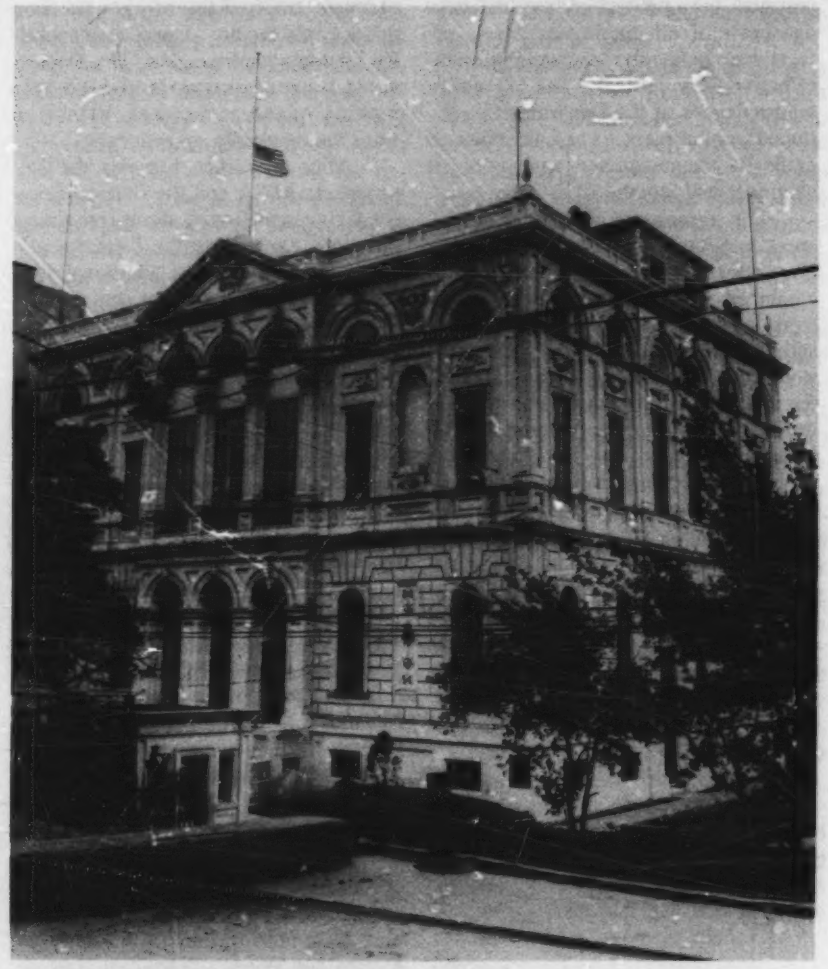
The grievance board found in favor of the Department. The board decision examined individually and in detail the issues of nonpromotion, tenure and assignments, and concluded with the observation that the board "was not persuaded by the evidence . . . that AFSA's claims had merit." Subsequently, AFSA filed exceptions with the Foreign Service Labor Relations Board.

The exceptions were denied. ■

"Nobody is sick—we're out here to pick up the new ambassador's 19-year-old cocker spaniel."

Post of the Month: Istanbul

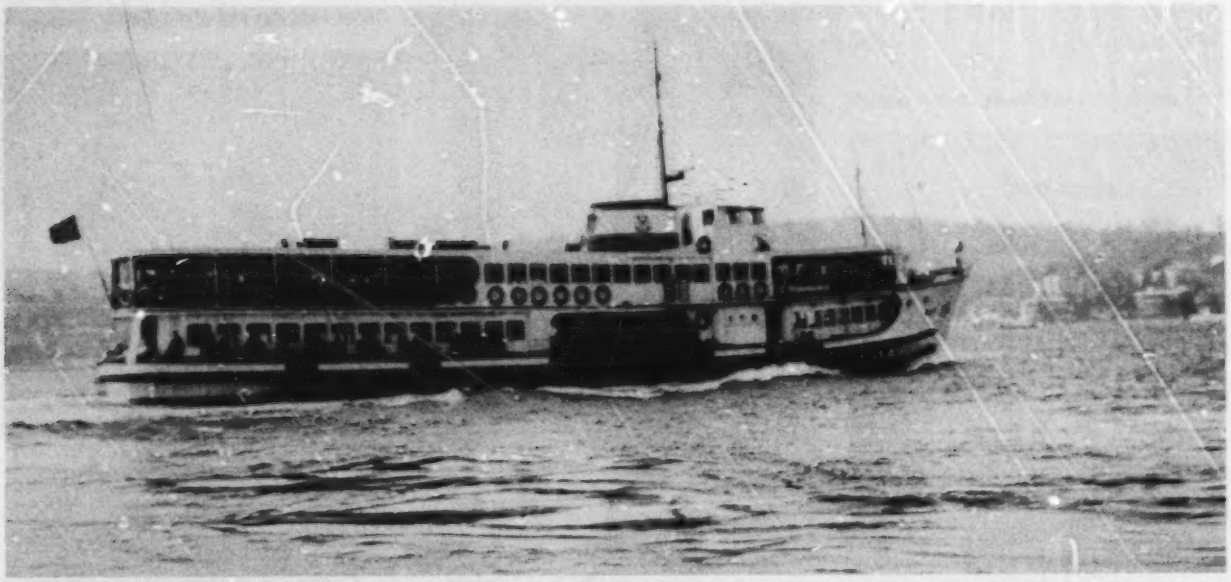
THIS CONSULATE GENERAL in Turkey is in the city that straddles Europe and Asia, on the Bosporous Straits leading out of the Black Sea. The Foreign Service people there are featured as part of STATE's continuing series. *(Most photos by Orhan Teoman)*



The consulate.

The chancery garden.

***Petra LeBaron* at the Grand Bazaar.**



A ferry boat on the Bosporus Straits.

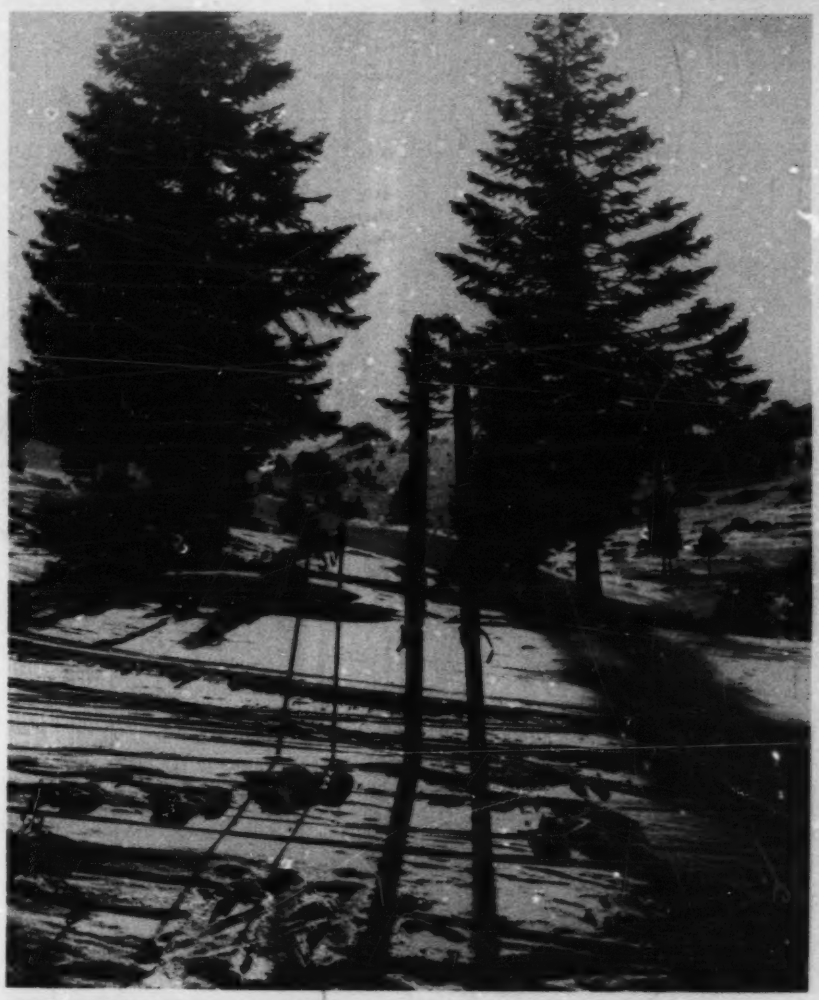
At awards ceremony, from left: *Haijah Yikar, Meral Selçuk, Ismail Kömürcü, Tümay Akoğlu, Dabney Chapman, Olcay Sezen.*

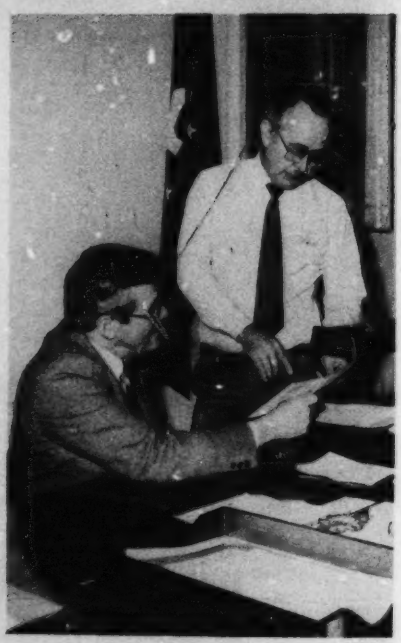
Haydar Toryan, left, and *Hasan Bayram.*

Purchasing agent *Hasan Oden*, left, with drivers *Salih Çelebi* and *Erdoğan Koknaroğlu*, right.

Nuran Sahinbas and *Metin Topuz*.

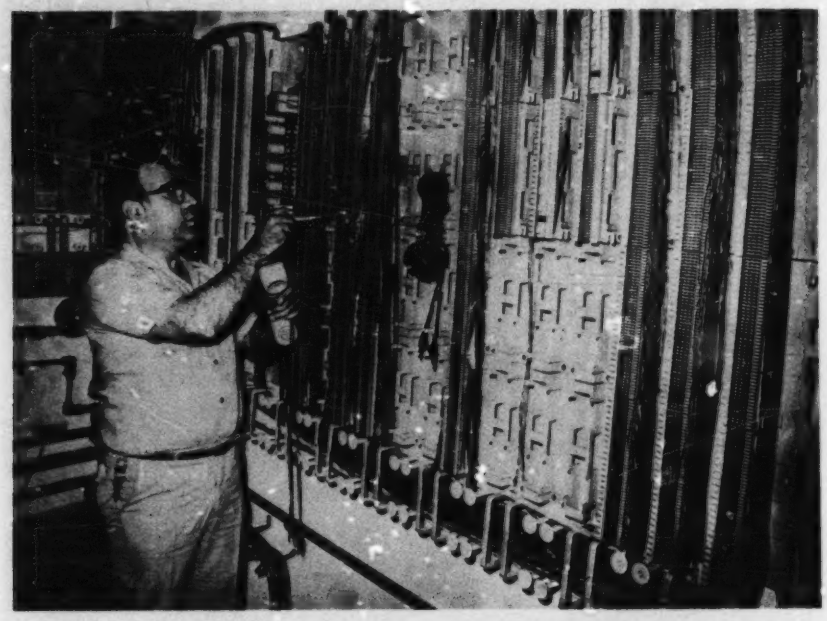
Uludağ, a ski resort in Turkey.



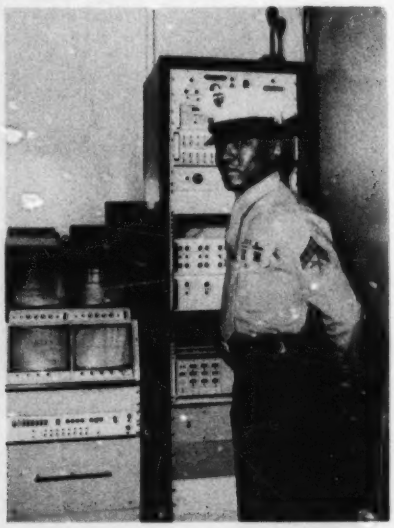


Consul general *William E. Rau* and political/economic officer *Terrence G. Grant*.

Telephone mechanic *Erdinç Gözmen.*



Marine security guard *Victor M. Harris.*



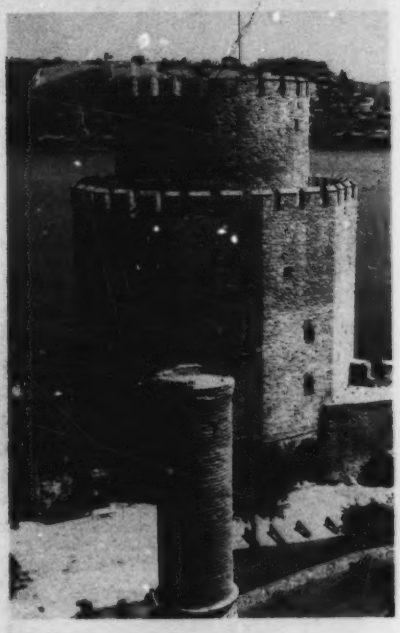
Visa clerk *Turhan Senay,* with consular officer *Rusty Ingraham.*

A consulate group at a local carpet shop.

Regional security officer *Everette Kelly* and secretary *Norma Jaeger*.

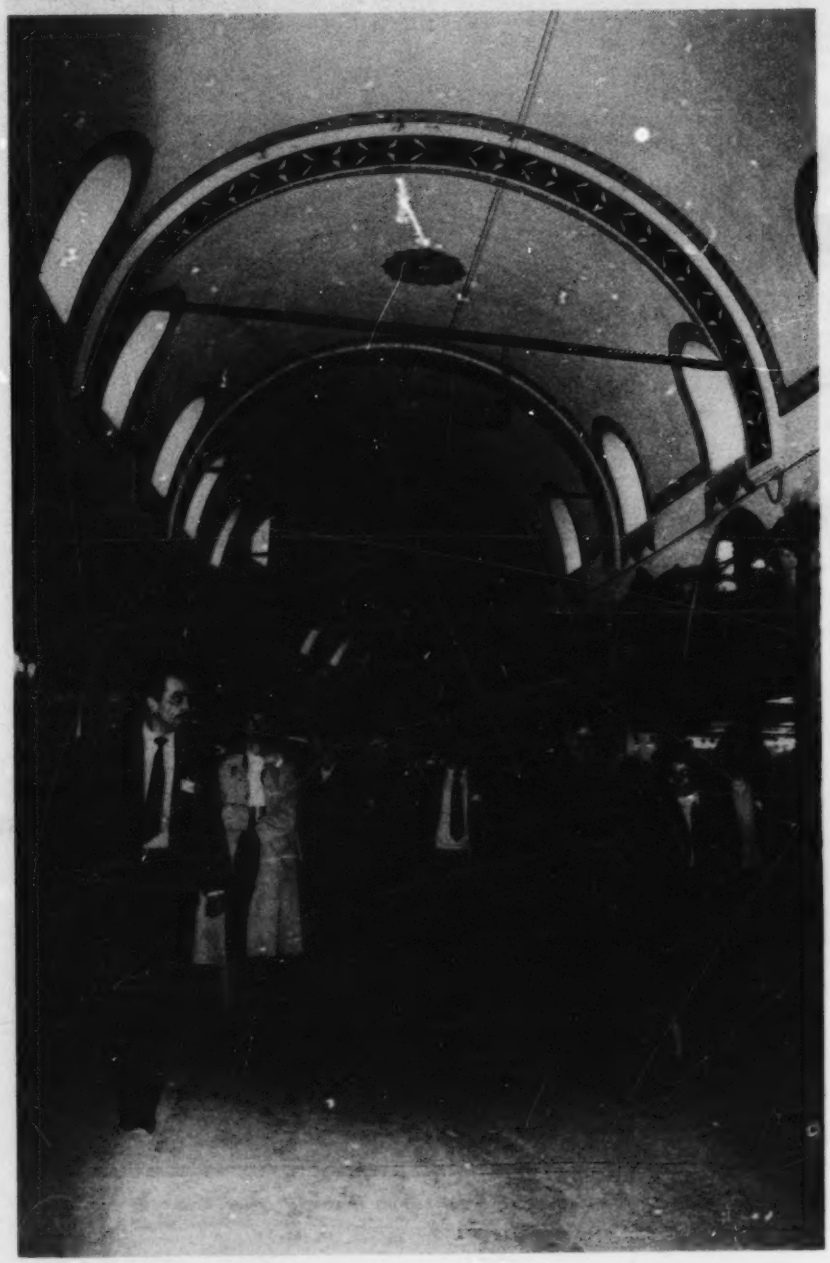
Bosporus Bridge.

A view of Suleymaniye Mosque from the Golden Horn.



The fortress of Rumeli Hisari.

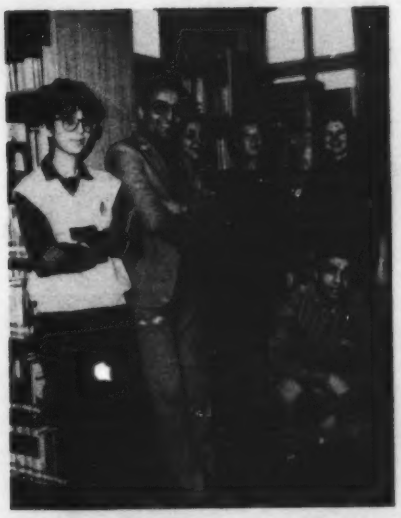
O'Bie Shultz, wife of the Secretary, on a visit to the Covered Bazaar. On her right is protocol officer *Cynthia Turner*.



Secretary *Sibel Senay*, left, with general services officer *Joyce Blackmon*.

From left are *Turan Eker*, *Ugur Sahinoglu*, *Elinor LeBaron*, *Arlette Nowakowski*, *Verna Faughtenberry* and *Roger Nowakowski*.

Kathy Franklin and *Pat Duffy* in a jewelry shop.



USIA library staff members, from left: *Mine Haydoroğlu, Yavuz Ozer, Dilek Biçakçi, Gulderen Dinç Omağ, Engin Erem* and *Muhlis Abay* (kneeling).

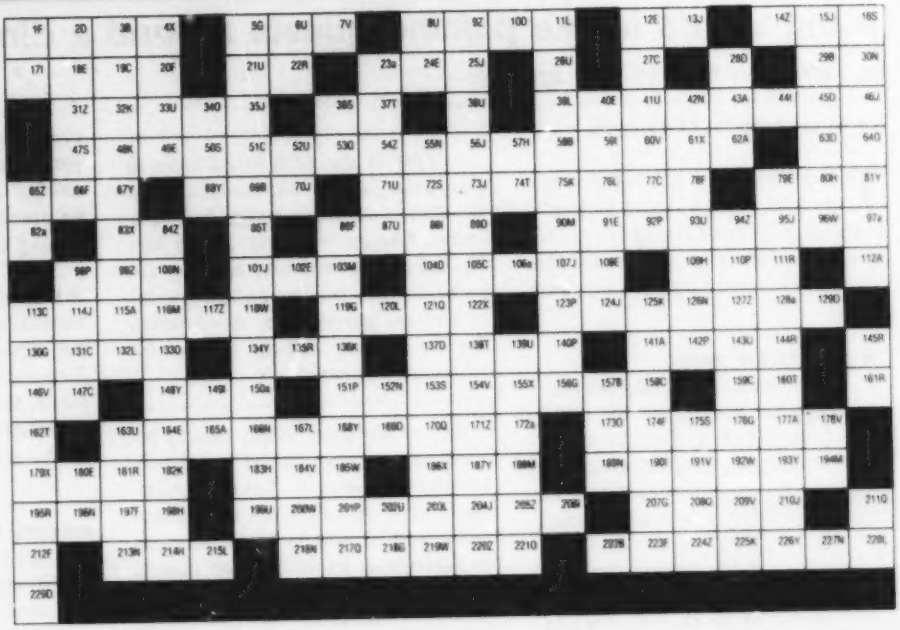
Vice consuls *Bridget Burkart* and *Randy Biggers*, with *Thomas Holladay*, center. ■

Diplo-Crostic No. 38

BY CAROL BECKER
Department of State Historical Office

DIRECTIONS

To solve this puzzle, write the *words* that you can guess from the *definitions* in the numbered blanks provided, and then transfer the letters to the corresponding numbered squares in the diagram. Working back and forth, a quotation will appear in the diagram reading left to right. When all the *words* have been filled in, the author and title of the book from which the quote was taken will appear as the first letter of each *word* reading down. The solution will be published in next month's STATE magazine. (Ms. Becker's "Diplo-Crostic No. 37" appeared in the July issue; the solution was in the August/September STATE.)



DEFINITIONS **WORDS**

A. Performer of legerdemain
141 43 165 62 115 112 177

B. "I beg the ancient privilege of ____" (*Midsummer's Night Dream*, I)
3 25 69 157 58 222

C. Occasionally
19 147 27 77 113 158 159 105 131 51

D. Kipling phrase
2 83 169 225 26 129 89 45 137 104

E. Concern of Dehan or Abrams
24 40 91 18 192 198 79 194 180 12
49

F. Method for choosing sides
174 20 66 1 197 78 212 64 223

G. Meetings places for Tammany Hall
5 218 119 130 176 207 196

H. (With "Pact") concern of Enders or Motley
57 198 80 214 183 199

I. Disconcerted
44 149 206 88 17 190 59

J. (When referring to WORD Z) Lasse or Atherton
218 187 124 25 96 56 13 35 114 73
15 78 204 101 46

K. "The light ____ of the lower sky" (Pope, *Rape of the Lock*)
182 125 32 48 136 75 225

L. "____ of the invisible bridge that leads from earth to heaven" (Longfellow)
203 132 76 226 120 11 187 39 215

M. "In order to progress, ____ need only go backward" (Edward R. Murrow)
194 90 193 116 188

N. Funny 1983 movie about paranormal phenomena
227 198 30 55 214 189 152 108 42 139
198 213

DEFINITIONS **WORDS**

O. "Greater things are believed of those who are ____" (Tacitus)
34 64 221 133 10 175

P. Concern of Baker or Purcell
201 140 123 142 98 92 110 151

Q. "Spirits when they choose can ____ sex assume" (Milton)
208 170 211 217 53 121

R. In tandem
106 111 181 161 22 144 145 135

S. Algonquin word for "big chief"
72 36 16 175 50 47 153

T. "Sweet ____'s mantle blew unclasped" (Tennyson)
102 138 74 160 37 65

U. Bunker or Bowles or Kennedy
87 188 21 71 6 143 30 52 75 93
163 191 41 5 139 202 33

V. Descriptive of water-damaged rough hands
175 60 7 146 154 209 164

W. Where peace was in October 1972, supposedly
96 192 118 200 219 160

X. Inside information
127 195 186 4 83 179 61

Y. "My little gray home ____" (3 wds.) (Wilmot)
206 134 67 167 193 148 61 156 50

Z. See WORD J
84 65 58 9 95 220 127 117 205 224
171 94 31 14

a. Cockney ome
196 62 140 25 172 97 198

Copyright material has been deleted, not available for Microfiche Edition.

Education and Training

Schedule of courses at Foreign Service Institute

Program	*Nov.*	*Dec.*	*Jan.*	*Length of course*
Area studies				
Africa, sub-Sahara	3	—	26	2 weeks
East Asia	—	1	26	2 weeks
Latin America	3	—	26	2 weeks
Near East and North Africa	—	1	26	2 weeks
South Asia	—	1	26	2 weeks
Southeast Asia	—	1	26	2 weeks
USSR/eastern Europe	—	1	26	2 weeks
Western Europe	3	—	26	2 weeks
Language and advanced area courses				
French	17	15	12	20 weeks
German	—	15	—	24 weeks
Italian	—	15	—	24 weeks
Portuguese	—	15	—	24 weeks
Spanish	17	15	12	20 weeks
Familiarization and short-term (FAST) courses				
Chinese	3	—	—	6 weeks
French (metrop.)	17	15	12	10 weeks
French (sub-Sah.)	17	15	12	10 weeks
German	—	15	—	10 weeks
Hebrew	20	—	—	6 weeks
Italian	—	15	—	10 weeks
Portuguese (L.A.)	—	15	—	10 weeks
Portuguese (Eur.)	—	15	—	10 weeks
Spanish	17	15	12	10 weeks
Overseas Briefing Center				
American studies, cross-cultural adaptation: Logistics of Foreign Service life	—	—	12	2 weeks
Employment planning for the mobile Foreign Service spouse	—	—	6	4 days
Going overseas (Wed. evening, singles/couples)	—	—	28	1 day
Re-entry (Sat., for families)	8	—	—	1 day
Re-entry (Wed., for singles/couples)	12	—	—	1 day
Reg., allowances and finances	12	—	—	3 days
College admissions for the Foreign Service child	10	—	—	1 day
Community skills	3	—	—	5 days
Administrative training				
Budget and financial management	—	—	5	38 days
General services operations	—	—	35	35 days
Personnel management training	—	—	5	25 days
*Coping with violence abroad	3,17	1,15	5,20	1 day

**No longer available on a walk-in basis. Advance registration required.*

Consular training	*Pre-registration required for:*			
ConGenRosslyn, basic consular course	Continuous enrollment:			26 days
Consular functional intensive	—	—	5	6 days
Consular orientation program	Continuous enrollment:			6 days
Immigration law and visa operations	*Correspondence course			
Nationality law and consular procedure	*Correspondence course			
Overseas citizens services	*Correspondence course			
Passport examiners	*Correspondence course			
	*See Airgram A-660 (dated 7/17/84)			
Economic and commercial training				
Applied economics for foreign affairs	—	—	26	6 weeks

—(Continued on next page)

Point of View

'Political Tradecraft' course is reviewed

BY DOROTHY SENGER IMWOLD, HENRY KELLEY AND ROBERT WINSHIP

When the old mid-level course was discontinued last year, the Department's only required formal training for political officers went up in smoke. From the ashes, a new "Political Tradecraft" course for first-tour political officers has emerged. We three feel it's become one of the successes at the Foreign Service Institute.

On the first day of the three-week course, each of us was amazed to receive an impressive packet of post-specific materials, including such items as work-requirement statements, newspapers and post background notes. We soon learned that this was only a sample of the high degree of organization that instructor Mark Easton would bring to the course.

We were required to simulate the role of the political officer at post, by developing a broad network of "contacts" who deal with issues important to our countries of assignment. In the process, we practiced interviewing skills and delivered oral briefings designed for principals and visiting delegations. Each of us was required to develop his or her own contact at the Department, with a minimum of guidance from Mr. Easton. Later, each student briefed the class on major bilateral issues affecting relations between the United States and the country of assignment. This exercise gave focus and direction to the course's networking segment—a great improvement over the amorphous "consultations" that often leave bewildered junior officers wandering through the corridors of Main State.

Other course sessions focused on drafting skills required for cables, notes, memcons and biographic reports. We expressed our approval for Martin Packman's instruction in the art of writing short, incisive cables, and for Mr. Easton's sessions on analyzing the effectiveness of cables written by

fellow officers. Most of the class felt, however, that the course could be improved by the addition of some formal instruction in the use of the word processor. We also felt that our work with Ray Chambers on oral communication skills was very valuable, but we suggested that the scheduling of this component of the course be tightened up, to make time for a session on the delivery of demarches. The course also included talks by a variety of speakers on the role of the junior political officer at post.

Perhaps the most unusual of the exercises devised for the course was the mock representational function. With Mr. Easton "tending bar," the junior officers played host to a group of Foreign Service Institute administrators and language instructors, who played the roles of guests at an embassy reception. After we "worked" the representational function, we met with Mr. Easton for feedback on our performances, and later we wrote memoranda based on our conversations with the guests.

In their evaluations of "Political Tradecraft," the participants voiced approval for the course's emphasis on practical skills, and for the use of post-specific materials to prepare each individual for his or her new assignment. We clearly appreciated the opportunity to acquire background information on the next post of assignment, to gain some expertise in the basic skills of the political trade, and to learn a little about how the Department works.

More than anything else, however, we felt that the course was an exercise in confidence-building. We discovered that good political officers are made rather than born. Of all the lessons that Mr. Easton managed to teach in three short weeks, perhaps this was the most important. □

'Containment and Beyond': course is offered

"Containment and Beyond," a course on postwar American foreign policy, will be offered by the Center for the Study of Foreign Affairs, November 3–14, 7:30–9 a.m., at the Foreign Service Institute.

The course will be taught by Professor Alan K. Henrikson of the Fletcher School of Law and Diplomacy. All employees are eligible to attend. For information, call 235-2109. □

Supervisory studies

The supervisory studies seminar, a course for first-time first-line supervisors, aimed at "planning, organizing, controlling and motivating performance evaluation," will be given October 15–17 at the Foreign Service Institute. Employees at GS-7–11 and the Foreign Service equivalents are eligible to attend. For information on this course call Joan Graziano at the Foreign Service Institute on 235-3400. ■

—(Continued from preceding page)

Program	Nov.	Dec.	Jan.	Length of course
Executive development				
Washington tradecraft	10	—	19	2 weeks
Political training				
Foreign affairs interdepartment seminar	—	—	12	2 weeks
National security and arms control	3	—	—	1 week
Negotiation art and skills	—	8	—	1 week
Political functional intensive	—	—	5	4 weeks
Political tradecraft	—	—	5	3 weeks
Orientation				
Orientation for Foreign Service officers	17	—	—	9 weeks
Orientation for Foreign Service personnel	—	—	20	1 week
Orientation for Department officers	—	—	20	2 days
Department clerical orientation	—	8	12	7 days
Secretarial briefings				4-8 hours
First-time ambassador's secretary's briefing	Individual or group by appointment			
Washington assignment (for FS secretaries)	Individual or group by appointment			
Refresher onward assignments (for FS)	Individual or group by appointment			
Upward assignments (for GS secretaries)	Individual or group by appointment			
Communication courses				
English and communication skills (Section I)	17	—	—	40 hours
Effective speaking and listening skills	3	—	—	24 hours
Effective writing for government	—	—	12	24 hours
Reading dynamics	24	—	—	20 hours
Secretarial courses (Foreign and Civil Service)				
Career development seminar (GS-7 and above)	4	—	—	5 days
Preparation of travel vouchers	Schedule arranged			4 hours
Correspondence formats	Schedule arranged			4-8 hours
Equal opportunity seminar				
Management seminar on EEO	14	—	23	1 day
Skills development courses				
Managing words (Wang word-processing training)	Schedule arranged			8-40 hours
Shorthand	4	—	—	72 hours
Typing	4	—	—	72 hours
Communications workshops				
OCR telegram preparation workshop	Schedule arranged			4 hours
Art of machine transcription	Schedule arranged			4-8 hours
Telephone techniques	Schedule arranged			4 hours
Proofreading	Schedule arranged			4 hours
Notetaking for managers	Schedule arranged			24 hours □

A Foreign Service Inspection

TEAM III of the Office of the Inspector General kept a photographic record of its recent inspection of China and Hong Kong. After a one-month survey in Washington that included interviews at agencies with interests in that part of the world, the team moved to Beijing, Shenyang, Shanghai, Guangzhou, Chengdu and Hong Kong, to complete the inspection over the next seven weeks. This is what some of it looked like as the inspectors saw it and photographed it.

WASHINGTON—At meeting with inspector general *William C. Harrop*, right, before the team heads for the field: senior inspector *Julius Walker*, left, *Madison Adams* of Mr. Harrop's staff and senior inspector *Walt Silva*.

BEJING—A look at post housing includes visit to ambassador's residence. From top: Deputy chief of mission *Peter Tomsen*, senior inspector *Julius Walker*, inspector general *William Harrop* (half hidden), inspector *John Markin*, Ambassador *Winston Lord*, inspector *Dan Thal*, Mrs. *Savannah Walker*, Mrs. *Miki Thal*, political counselor *Darryl Johnson*, Mrs. *Bette Bao Lord*.

SHENYANG—Consul general *James Hall*, left, greets senior inspector *Julius Walker*.

SHANGHAI—With inspectors inspecting, their spouses see the sights. On the porch of a handicraft factory, from left: Mrs. *Clare Brooks*, Mrs. *Savannah Walker*, Mrs. *Hilary O'Gorman*.

GUANGZHOU—Consul general *Wever Gin*, left, in session with senior inspector *Walt Silva* and inspector *John Markin*, right.

CHENGDU—At construction site for new consulate general is consul general *Bill Thomas*, second from right, with inspector *John Markin*, fourth from right.

CHENGDU—Senior inspector *Walt Silva*, left, confers with consul general *Bill Thomas*.

HONG KONG—At each post the inspection begins with a visit with the principal officer. From left: inspector general *William C. Harrop*, senior inspector *Walt Silva*, consul general *Burt Levin*.

HONG KONG—Cash count is an integral part of every post inspection. From left: budget and fiscal officer *Paul Duane*, inspector *Ken O'Gorman*, assistant cashier *Elba Sin*, cashier *Tommy Tse*. ■

Letters to the Editor

—(Continued from Page 1)

With the increasing prevalence of this disease, questions have already arisen as to what if any action to take when a colleague contracts or is suspected of contracting this disease. It has obviously become a dilemma for the Department of Defense and could become no less a problem for the Department of State with its worldwide commitment of personnel. Thank you for a written published response.

Sincerely,
JAY S. STRICKLIN
Bureau of Consular Affairs

(See interview on Page 37.) □

Reply from a secretary

BERLIN

DEAR SIR:

I would like to reply to Micaela Morris' letter in the June issue. She said that Foreign Service secretaries earn $24,000 plus benefits. I would like to ask her where she obtained this information. It could be that the particular secretary she may have spoken with and who mentioned that amount may have been an ambassador's or deputy chief of mission's secretary who may have been in the Service a few years in order to earn that amount. Ms. Morris further stated that men, should they so wish, can earn $16,000 minus taxes while secretaries earn $24,000 plus benefits. I quite disagree, as not all salaries are the same!

As for the benefits—we are given housing, which most Foreign Service personnel are given. It would lengthen this letter considerably if I should start to enumerate the benefits that officers receive (junior officers included) and staff personnel do not receive.

I would like to point out that "to serve anywhere in the world" does not always translate as "separation from FSO spouse for years at a time," as Ms. Morris seems to imply. There are such things as tandem couples both within the officer corps and staff personnel. More often than not, tandem couples are usually assigned together, or one may go on leave without pay at a given post, awaiting the opening of a position either already assigned to one of them or for which he or she still needs to compete. As a matter of fact, tandem couples (if both are in the officer corps) have more of an advantage as far as assignments, and may even deny single officers their choices. This seems to be happening in the case of secretaries and communicators, some of whom are tandem couples.

The adverse effect on both secretaries and communicators: I think that, if either a secretary or communicator wants to move higher up the ladder, we have to either join the Upward Mobility Program or the Mustang Program. Though it is possible to move up in grade as a staff member, we are still not considered on the same level, say, as an officer holding FO-3 or FO-2 grade and a secretary or communicator with a FS-3 or FS-2 grade. There is the general tendency that secretaries and communicators are beneath officers, except when needed to type and send cables, and only then are they spoken to.

I think that if secretaries or communicators have shown themselves to be capable and are given the opportunity to compete for positions as junior officers, they should not be denied a position as an officer. Such an opportunity should not be reserved solely for the spouse (male or female) of an officer purely because he/she is a spouse. This would indeed pose a morale problem. If the spouse is not an officer there are, in many posts, opportunities for contract employment, though it is geared mostly to women, as it is only recently that more women began to join the officer corps.

Ms. Morris epitomizes women officers and some secretaries who have changed cones to become officers and who think they have to show they can "make it" at the expense of the staff. It is possible to prove yourself capable while having a pleasant office atmosphere.

As for the cables being two weeks overdue, may I suggest that—instead of spending time complaining about availability of jobs at post and about what secretaries earn—she use the time to prepare her cables and getting them to the secretary in a timely fashion! Maybe then, the cables will not be two weeks overdue as she suggests, for it is the officer who is supposed to be drafting the cable, not the lowly secretary! Many officers seem to start preparing their cables at 5 p.m. without a thought about the secretary.

Sincerely,
MARIE R. GARCIA
Secretary □

Good grief!

ARLINGTON, VA.

DEAR SIR:

Now that STATE has reached episode 17 in its efforts to teach English to the Department ("Disciplined Writing and Career Development"), isn't it time to clean up the magazine's own jargon about grievants who grieve grievances on grievable subjects?

Sincerely,
ALBERT P. TONER

The editor replies: The editor, too, is striken with grief over the legalistic jargon dispensed by the grievance board. Would this were grievable! □

Love that diet!

BOGATÁ, COLOMBIA

DEAR SIR:

Having served in Lisbon, it was certainly a pleasure reading about the Lisbon "dieters" and seeing that Sr. Ben Bensusan has not aged at all (July issue).

Transfer Tremors ..... by ebp

I was transferred to NORWAY; it would have taken an act of Congress to dampen my enthusiasm and tO SLOw down my getting packed.

I was transferred to MUSCAT; the question asked me was how I came tO MANage the deal.

I was transferred to the PHILIPPINES; MAN I LAughed about that one; I liked it. □

Your readers may be interested in the Bogotá diet, referred to in Colombia as the "Beso" diet—a gain-weight, lose-weight diet. According to the best medical evidence available to our post newspaper, each *average* kiss uses up to nine calories and it takes 389 kisses to lose a pound.

It is rumored that on the first weekend after the diet was announced, the combined weight loss of the mission was 12½ pounds. This figure of course includes those who were grumpy that weekend and didn't help out on the program.

Sincerely,
DONALD R. SCHOEB,
Administrative counselor □

Junior officers: author's rebuttal

WASHINGTON

DEAR SIR:

Teresita Schaffer (Letters to the Editor, August–September) unfortunately seems to have missed the central point of my June article. The "bum deal" given many untenured officers in their probationary periods lies not in the odds for tenure (which Ms. Schaffer quotes as upwards of 90%), but in the evaluation process itself—a process of training, development, feedback and, *only finally*, ratings, in which supervisors play, for better or worse, a major role.

In Lou Mangiafico's response to the article (July issue), he provides insightful views on what makes the better supervisor. And as a good crop follows the skillful gardener, we can assume that more attention paid to the tips and techniques mentioned by Mr. Mangiafico would go far toward eliminating what I still maintain is the crapshoot nature of the probationary period—Ms. Schaffer's citation of favorable odds for tenuring notwithstanding.

As for her questioning what could be gained by more rigorous counseling of untenured officers by the Department's Junior Officer Division, I could mention such things as advice about the importance of providing dimension to an employee evaluation report through effective use of the "suicide" box, the space for the rated officer's own comments.

I agree, however, that most officers place more value on suggestions from senior colleagues and, I might add, supervisors. The question is, how do we get these colleagues and supervisors truly involved and concerned with the untenured officer?

Sincerely,
SARAH L. NATHNESS
Foreign Service Grievance Board □

Guards in the Gulf area

MANAMA, BAHRAIN

DEAR SIR:

I enclose a photo of our newly-instituted local guard force (referred to as security support personnel), the first to be initiated in the Gulf region. These guards were contracted through Defense and Security International, a London-based firm.

This program became reality through the efforts and hard work of our administrative officer, Francine L. Bowman; regional security officer, James M. Crowe; and general services officer, Betsy R. Peters.

Sincerely,
JOYCE J. MAGNUS
Regional security office □

Foreign Service Day—whose?

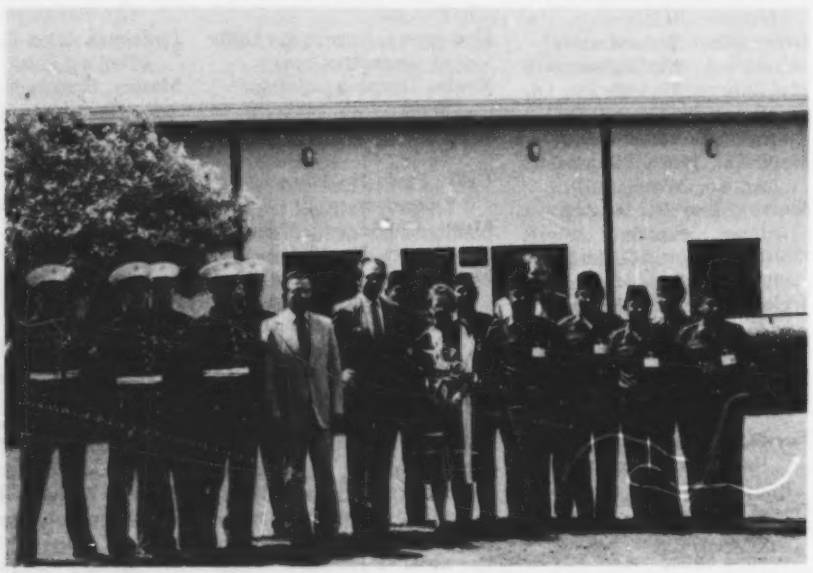
ARLINGTON, VA.

DEAR SIR:

I read with interest, and some dismay, of the events marking observance of the 21st Foreign Service Day (STATE, June). "Dismay" because—again this year—the program of events contained not a single item which related directly to the *majority* of the "members of the Foreign Service," as that term is used in the Foreign Service Act of 1980. I refer to those host-country and third-country employees, known collectively as Foreign Service nationals.

It is regrettable—indeed, it is inexcusable—that those who organize and participate in these annual observances should consistently fail to accord an appropriate place to Foreign Service nationals who, as a group, share fully with their U.S. citizen colleagues the risks of service to the United States. Of the 42 regular Foreign Service personnel killed by terrorists between 1979 and 1984, 22 were Foreign Service nationals. Foreign Service Day is also their day. Nor should they be remembered only on that day.

Sincerely,
JOHN O. GRIMES, FSO (ret.) ■



Personnel: Civil Service

Promotions

GG-8

Grippe, Joan M., U.S. Mission to the United Nations

GG-9

Fogg-Lovich, Paulette S., Foreign Service Institute

Nelson, Debra J., U.S. Mission to the United Nations

GG-12

Bruhn, Thea C., Foreign Service Institute

Granara, William E., Foreign Service Institute

GM-13

D'Angelo, Rosalie M., Under Secretary for Management, Office of the Executive Director

Hawkins, Antonia B., Executive Secretariat, Office of the Executive Director

GM-14

McKelvey, Margaret J., Refugee Programs, Office of African Refugee Assistance

GS-3

Carey, Brenda E., Passport Agency, Miami

Cordy, Sandra G., Passport Agency, Miami

Edwards, Anna M., Passport Agency, Seattle

Green, Rhonda A., Passport Agency, Washington

McGlathery, Michelle M., Office of the Curator, Diplomatic Reception Rooms

Monfiston, Janet, Passport Agency, Miami

Murray, Tery R., Passport Agency, Seattle

Walters, Ginger D., Passport Agency, Seattle

Wells, Victoria D., Passport Agency, Seattle

Williams, Tracy L., Passport Agency, Seattle

GS-4

Boykin, Joanne D., Human Rights and Humanitarian Affairs

Daniel, Clairessa L., Diplomatic Security, Washington Field Office

Davis, Renee, Office of Civilian Service Career Development and Assignments

Fennell, Lynda M., Passport Agency, Boston

Johnson, Lisa D., Passport Agency, Northeast Passport Processing Center

Killea, Anne K., Office of Protocol

Murray, Gina M., Diplomatic Security, Miami Field Office

O'Leary, Barbara L., Passport Agency, Boston

Randolph, Jo Ann, Bureau of Personnel, Office of Management

Warren III, Clarence A., Office of Communications

Weaver, Ralph S., Bureau of Personnel, Office of Management

Whitehead, Florita, Passport Agency, Northeast Passport Processing Center

Wiggins, Jenelle D., Financial Operations

GS-5

Brinton, Shari P., Office of Communications

Cherry, Barry S., Passport Agency, Northeast Passport Processing Center

Clark, Carolyn L., Office of Foreign Service National Personnel

Deaussaure, Eugene R., Office of Communications

Erwin, Joseph L., Foreign Service Institute

Hartgrove, Faye V., Visa Services

Kelly, Paula D., Financial Operations

Marts, Chandra C., Passport Agency, New Orleans

Mecklenburg, Charlene R., Foreign Service Institute

Reynolds, Sandy, Bureau of Public Affairs

Shiflet, Renee V., Bureau of Public Affairs

GS-6

Curtis, Gale L., Economic and Business Affairs, Office of the Executive Director

Hardy Jr., Albert, International Organization Affairs

Herring, Elizabeth J., Financial Operations

Linzy, Latania M., Consular Affairs

Robinson, Benita A., Diplomatic Security, Chicago Field Office

Watson, Robert E., Office of the Comptroller

Williams, Teresa E., Visa Services

Wright, Johanna M., Executive Secretariat, Office of the Executive Director

GS-7

Aragon, Myrna M., Financial Operations

Brown, Sharon A., Near Eastern and South Asian Affairs

Clarke, Margo A., Diplomatic Security

Cleveland, Lillian A., Passport Agency, Philadelphia

Dockter, Dana L., Passport Agency, Washington

Duncan, Teresa, Office of the Deputy Assistant Secretary for Operations

Ford, Donna M., Passport Agency, Miami

Gregory, Patricia A., Executive Secretariat, Operations Center

Gross, Helen L., Office of Foreign Buildings

Lotfabadi, Irma R., Bureau of Public Affairs

Massey, Brenda N., Foreign Affairs Information Management Center, Publishing Services Division

Matthews, Diana T., Office of Communications

McDowell, Arthur R., Passport Agency, Northeast Passport Processing Center

Murray, Christine, Bureau of Public Affairs

O'Rea, Eric V., Office of Communications

Sawyer, Doris, Passport Agency, Philadelphia

Scott, Claude R., Passport Agency, Los Angeles

Walker, Kathleen M., Intelligence and Research

Watson, Deborah, Politico-Military Affairs

Wilkey, Peggy J., International Organization Affairs

GS-8

Perry, Donna B., Intelligence and Research

Pettaway, Joanne M., East Asian and Pacific Affairs

Sandloop, Jeanine L., Office of Under Secretary for Management

Strahsmeier, Rose M., Diplomatic Security

Wood, Harlee E., Intelligence and Research

GS-9

Beck, Doris A., Inter-American Affairs

Brockington, Mable G., Office of Management Operations

Finver, Frank J., Bureau of Public Affairs

Gold, Louise M., Bureau of International Communications and Information Policy

McKeon, Charles S., Office of Supply, Transportation and Procurement

Moss, Dorothy L., Passport Agency, Manual Records Branch

Stone, Nancy, V., Bureau of Public Affairs

GS-11

Bishton, Michael P., International Organization Affairs, Office of Administrative Services

Brennan, Sarah C., Foreign Affairs Information Management Center

Countryman Jr., Harold S., Diplomatic Security, Washington Field Office

Guice, April J., Office of Protocol

Pratt, Elizabeth J., Office of Communications

Saboe, Cynthia M., Bureau of Public Affairs

Snead, Laverne, Near Eastern and South Asian Affairs, Office of the Executive Director

GS-12

Gansel, James G., Office of Communications

McClelland Jr., John C., Foreign Service Institute
Mullen, Judy S., Office of Facilities Management and Administrative Services

GS-13
Craft Jr., William E., Economic and Business Affairs
Phillips, Barbara H., Office of the Deputy Assistant Secretary for Operations, Interpreting Division
Rosendahl, Bradley J., Office of Communications

GS-14
Dahl, Alan F., Consular Affairs □

Appointments

Ahmad, Sharon E., Classification/Declassification Center
Barnes, Petronella, Brussels
Bitler, Sandra S., Office of the Legal Adviser
Bruce, Robert L., African Affairs, Public Affairs Staff
Campos, Joao F.D.F., Foreign Service Institute
Ceasar, Christine, Office of Facilities Management and Administrative Services
Corbett, Kathy, West African Affairs
Corcoran, Rita M., Office of Civil Service Career Development and Assignments
Dermott, Maureen, Tunis
Donlon, Steven A., Visa Services
Douillette, Roland J., Office of Facilities Management and Administrative Services
Epps, Velicia E., Office of Supply, Transportation and Procurement
Fisher, Janet L., U.S. Mission to the United Nations
Ford, John F., Diplomatic Security
Franklin, Dora J., Bureau of Personnel, Pre-Assignment Center
Freeman, Beverly T., Passport Agency, Automated Records Branch
Garcia, Cristina, Santo Domingo
Greene, George M., Office of Facilities Management and Administrative Services
Guyton, Jon B., Bureau of Administration, Allowances Staff
Hasen, Glenda M., Melbourne
Hess, Albert W., Despatch Agency, New York
Hoganson, Ann L., African Affairs, Office of the Executive Director
Kingsley, Nathan, Human Rights and Humanitarian Affairs
Kirker, Kathleen J., Politico-Military Affairs, Office of the Executive Director
Lonon, Marian M., Office of the Comptroller, Pre-Assignment Center
MacDonald, Moire E., Office of the Assistant Legal Adviser, Law Enforcement and Intelligence
Magee, Karen P., Bureau of Personnel, Recruitment Division
Marable, Valorie A., Bureau of Personnel, Pre-Assignment Center
Marshall, Jill A., Visa Services
Martin, Juanita, Office of Facilities Management and Administrative Services
McLean, Paulette, Bureau of Personnel, Pre-Assignment Center
Melby, Eric D.K., Office of Under Secretary for Economic Affairs
Millette, James L., Office of the Comptroller
Moller, Kenneth B., Office of Foreign Service Career Development and Assignments
Mongeon, John E., Foreign Service Institute
Mueller, Patricia M., Santo Domingo
Munoz, Maria D.J., Diplomatic Security, El Paso Resident Office
Nelson, Cynthia A., Bureau of Personnel, Office of Management
Niehaus, Marjorie, Intelligence and Research
O'Leary, Sandra B., Policy Planning Staff
Odom, Robert E., Office of the Comptroller, Pre-Assignment Center
Powell, Scott J., Office of the Comptroller, Pre-Assignment Center
Randall, Miriam D., Foreign Service Institute
Reid, April M., Office of Foreign Buildings
Rucker, Mary R., Bureau of Personnel, Recruitment Division
Sidibe, Balla S., Foreign Service Institute
Smoak, Angela M.J., Politico-Military Affairs
Soloway, Irving H., Diplomatic Security
Stalnaker, Ronald L., Office of Facilities Management and Administrative Services
Toney, Colleen, Bureau of Personnel, Pre-Assignment Center
Underwood, Catherine E., Bureau of Personnel, Recruitment Division
Ushakov, Alexander, Foreign Service Institute
Vicini, Eileen F., Medical Services
Viergutz, Carol A., Seoul
Walter, Margaret B., European and Canadian Affairs
Washington, Wilbur L., Passport Agency, Manual Records Branch
Watlington, Denise K., Foreign Affairs Information Management Center
Webb, Steven B., Economic and Business Affairs
White, Patricia A., Hamilton
Williams, Howard F., African Affairs, Office of the Executive Director □

Reassignments

Alexander, Sharon Y., European and Canadian Affairs, Office of the Executive Director to Bureau of Administration, Administrative Services Division
Alicie, Geraldine L., Office of Communications, Logistics Branch to Office of Communications, Communications Maintenance and Logistics Division
Brothers, Karen G., Bureau of Administration, Personnel Management Division to International Organization Affairs, Office of Administrative Services
Burrell, Rossanna V., Medical Services to Office of Program Inspector General
Cannetti, Domenica M.G., Bureau of Public Affairs to Intelligence and Research
Cooke, Robin C., International Organization Affairs to Bureau of Personnel, Testing and Assessment Center
Cooper, Cecelia A., Bureau of Personnel to Bureau of Administration
Dean, Joan M., Office of Communications to Intelligence and Research
Demuth, Stephen C., Office of Fiscal Operations, Annuity Payments Branch to Office of Fiscal Operations, Retirement Records Branch
DeVaughn, Carolyn J., Visa Services to Inter-American Affairs
Fountain, Dorothy B., Legislative and Intergovernmental Affairs to Oceans and International Environmental and Scientific Affairs
Freeman, Marlene L., Bureau of Public Affairs to Bureau of Personnel, Testing and Assessment Center
Hansen, Robert W., Politico-Military Affairs to Intelligence and Research
Hewitt, Warren E., International Organization Affairs to Human Rights and Humanitarian Affairs
Jackson, Valerie B., Office of the Assistant Legal Adviser for Management to Office of Civil Service Career Development and Assignments
Jenkins, Darlene M., Office of Civil Service Career Development and Assignments to Office of Foreign Service

Career Development and Assignments

Jenkins, Wardell L., Office of Communications, Systems Interface Section to Office of Communications, Communications Center

Jones, Debbie A., African Affairs to Legislative and Intergovernmental Affairs

Jones, Doria J., Financial Operations, Funds Reconciliation Section to Financial Operations, General Ledger Branch

Kirk, Cynthia D., Bureau of Public Affairs, Office of Press Relations to Bureau of Public Affairs, Regional Programs Division

McKee, Kendra L., Bureau of Administration to Diplomatic Security

Moose, Manon P., Financial Operations, Trust/Deposit Accounts Section to Financial Operations, Travel Advance Section

Munger, Lillian N., Economic and Business Affairs, Industrial and Strategic Materials Division to Economic and Busines Affairs, Office of Maritime and Land Transport

Murray, Blair L., Politico-Military Affairs, Office of Theater Military Policy to Politico-Military Affairs, Office of Security Assistance and Sales

Osberg, Gloria T., Office of the Comptroller to Financial Operations

Pearl, Nicole H., Diplomatic Security to Information Systems Office

Selby, Jamison M., Office of the Assistant Legal Adviser, UN Affairs, to Office of the Assistant Legal Adviser, Management

St. Clair, Amy R., Bureau of Administration to Intelligence and Research

Thornton, Wanda D., Inter-American Affairs, Office of Policy Planning and Coordination to Intelligence and Research, Office of Press and Public Affairs

FOREIGN SERVICE INSTITUTE—Graduates of the Civil Service clerical class, first row, left to right: ***Tanya T. Turner, Yasuko S. Riggs, Felicia L. Carpenter, Monica P. Reed, Carol A. Montague, Carman Myers, Carol J. Beer, Kimble L. Teel, Mari Lewis, Sandra E. Walker, Irene Perris.*** **Second row:** ***Nancy L. Angelelli, Gabrielle D. Pelczynski, Debbie Davids, Hugo Teufel, Janie Miller*** **(course chairwoman),** ***Jerry J. Mudd, Dawn Hughes, Nicholas Dinkel, Paula C. Lancaster, Iris D. White, Helen D. Fields.*** **(Absent for photograph: Jo-Ann Howard).**

Townsend, Meta K., Bureau of Public Affairs to Intelligence and Research

Tracy, Mary, Visa Services to Bureau of Personnel, Salary and Benefits Management Division □

Resignations

Abercrombie, Timothy A., Passport Agency, Office of Citizenship Appeals and Legal Assistance

Adams, Lisa B., Bureau of Personnel, Testing and Assessment Center

Alexander, Mary D., Passport Agency, Boston

Arroyo, Lisa M., Passport Agency, Los Angeles

Barino, Diane M., Foreign Service Institute

Barringtine, Juanita S., Foreign Affairs Information Management Center

Bernstein, Carol D., Office of Communications

Bowler, Melinda K., Diplomatic Security, Software Security Branch

Breese, Claudia J., Inter-American Affairs

Brown, Michele R., Near Eastern and South Asian Affairs, Office of the Executive Director

Butler, Ximberly T., Office of the Comptroller, Pre-Assignment Center

Catlett, Steven T., Office of the Legal Adviser

Chandler, Patricia M., Foreign Affairs Information Management Center, Information Access Branch

Chase, Joyce H., Passport Agency, Automated Records Branch

Coleman, Carolyn D., East Asian and Pacific Affairs, Office of the Executive Director

Collier, Mary A., Passport Agency, Miami

Conward, Linda S., Financial Operations

Cooper, Calathia L., Passport Agency, Philadelphia

Crisostomo, Yolanda M., Passport Agency, Seattle

Cummings, Kevin C., Passport Agency, Houston

Dash, Kim S., Passport Agency, Stamford

Davis, Mary E., Office of Fiscal Operations

Dermody, Laura, Consular Affairs, Passport Services

Dewey, Arthur E., Refugee Programs, Office of the Executive Director

Dobyns Jr., Edward P., Office of Fiscal Operations

Draper, Howell H., Foreign Service Institute

Drugan, Paul M., Passport Agency, Boston

Duffy, Colleen M., Office of the Comptroller

El Bakry, Fathia A., Foreign Service Institute

Fauz,, Adrienne, Bureau of Personnel, Office of Management

Fay, Julie D., Office of the Assistant Legal Adviser, Economic and Business Affairs

Feldman, Boris, Office of the Legal Adviser

Fleming, Marion, Passport Agency, Northeast Passport Processing Center

Fretts, Bruce A., Consular Affairs

BUREAU OF ADMINISTRATION—Deputy assistant secretary *John Condayan*, fourth from left, presents Meritorious Honor Award to the Purchasing Branch of the Procurement Division. Others, from left: *Lanah Berryhill, Barbara Scott, Truman E. Brown, Ruby Green, Helen Steinacker, Simon Canady, Betsy Schoonover, Neil Pitts.*

Gasbarro, Marian E., Bureau of Administration
Glanz, Michael N., Office of the Assistant Legal Adviser, International Claims
Gregorio, Thomas P., Consular Affairs
Herbert, Denise E., Bureau of Personnel
Hou, Alexander B., Visa Services
Jackson, Gregory O., Financial Operations
Jackson, Jon H., European and Canadian Affairs, Office of the Executive Director
Jones, Betty J., Passport Agency, Houston
Kipps, Elsie M., Diplomatic Security
Kligfeld, Harriet J., Diplomatic Security, New York Field Office
Lawrence, Doris M., Foreign Affairs Information Management Center
Lee, Ozaree L., Office of Civil Service Career Development and Assignments
Luster, Yvette D., Refugee Programs
MacManus, Carol K., Passport Agency, Washington
Parker, Pamela M., Passport Agency, Manual Records Branch
Perez, Evelia P., Passport Agency, Miami
Petermann, Monica M., Passport Agency, Boston
Polk, Loretta P., Office of the Assistant Legal Adviser, International Claims
Price, Barbara A., Passport Agency, Houston
Reisinger, Richard N., London
Richards, Yvette G., Passport Agency, Northeast Passport Processing Center
Riordan, Jerris K., Intelligence and Research
Roberson, Deron K., Foreign Affairs Information Management Center, Information Access Branch
Robinson, Helen A., Office of the Legal Adviser, Special Functional Problems
Robinson, Wayne P., Office of Supply, Transportation and Procurement
Rollon, Charon Y., Passport Agency, Northeast Passport Processing Center
Santos, Edlyn J., Passport Agency, San Francisco
Sauls, Carlton R., Bureau of Personnel, Program Operations Division
Simpson, Karl A., Foreign Affairs Information Management Center, Information Access Branch, Bureau of Administration
Sorzano, Jose S., U.S. Mission of the United Nations
Spiro, Peter J., Office of the Legal Adviser
Thomas, Eugenia D., Passport Agency, Los Angeles
Tipton, Alzada J., Passport Agency, Office of Citizenship Appeals and Legal Assistance
Van Der Veen, Stella, Foreign Service Institute
Verrier, Michele, Visa Services
Williams, Judith A., Office of Foreign Buildings
Wood, Darlene A., East Asian and Pacific Affairs, Office of the Executive Director □

Retirements

Beach, Barbara J., Oceans and International Environmental and Scientific Affairs, Office of Export and Import Control
Berry, Carson M., Intelligence and Research, Current Intelligence Staff
Collins, Dorothy W., Bureau of Personnel, Office of Employee Relations
Eidsness, Helen B., Near Eastern and South Asian Affairs
Ford, John F., Diplomatic Security, Boston Field Office
Lively, Elizabeth G., Oceans and International Environmental and Scientific Affairs, Office of Cooperative Science and Technology Programs
Meador Jr., James B., Office of Communications, Programming Branch
Perkins, Betty S., Bureau of Administration
Reynolds, Warren H., Intelligence and Research, Commissioned Research Division
Sakaue, Jane A., Foreign Service Institute
Singleton, Eugene L., Office of Communications, Communications Analysis Section ■

Personnel: Foreign Service

Appointments

Acton, Dollie G., Yaounde
Adams, Frank R., Near Eastern and South Asian Affairs
Bailey, Carrolly L.T., Manama
Baranyi, Supaporn, Manila
Bauman, John K., Hong Kong
Bedwell, Theresa A., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training
Bell, David S., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training
Bentz, Helen L., Freetown
Bolinski, Joseph J., Near Eastern and South Asian Affairs
Broccoli, Dominic A., Mexico
Brown, Kathlyn J., Jakarta
Brown, Mitchell K., Amman
Brunelle, Deanna L., Nairobi
Carpio, Jorge A., Office of Foreign Buildings, Tegucigalpa
Caruso, Elisabeth A., Dublin
Chamberlin, Anne G., Bonn
Champion, Jacqueline A., Mogadishu
Corcoran, Renata, Beijing
Correira, Joseph F., Manama
Cussatt, Helen F., Wellington
Daly, Kanikar N., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training
Doucette, Josefina S., Manila
Ellis III, William S., Mbabane
Flynn, Suchitra, Tunis
Gatewood, Eny S., Tel Aviv
Geerges, Nermien N., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training
Geisinger, Roger A., Caracas
Gelner, Kathryn L., Beijing
Gollust, Rochelle M., Jerusalem
Goodwin, Gayle E., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training
Grappo, Rebecca M., Managua
Grau, Debra L., Dar-es-Salaam
Gray, Barbara R., Conakry
Guerrero, Simon M., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training
Guidice, Grace, Bamako
Hart, Brent A., Sanaa
Hartline, Ricky L., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training
Hartmann, Iris R., Mexico
Hertz, David R., East Asian and Pacific Affairs
Hollenbeck, Bernice E., Panama
Horn, P. Evelia, Guatemala
Innis, Michael A., Managua
Jacobson, Donna W., Pretoria
Johnson, Eley M., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training
Jurack, Roger A., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training
Kavaler, Prabhi G., Jerusalem
Klemp, Karen D., European and Canadian Affairs
Klinger, Ross L., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training
Krogness, Paulette O., Monrovia
Langley, Charles B., East Asian and Pacific Affairs
Laskowski, James M., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training
Leahy, W. P., Shenyang
Leon, Lea O., Bridgetown
Lewis, Amira H., Jakarta
Lewis, Kimberley A., London
Lind, Eric T., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training
Lindsey, Kevin A., Near Eastern and South Asian Affairs
Long, John B., African Affairs
Lugers, David K., Paris
Lyons, Terrence P., Ndjamena
Maurer, Kathleen W., Paris
McCall, S. Cameron, Stockholm
McCarrick, Todd E., Baghdad
McClendon, Phil D., Brasilia
Merrill-Burzak, Lisa B., Singapore
Morris, Luther R., African Affairs
Nieuwendam, Marie E., Madrid
Orbann, Marilyn G., Nairobi
Owens, David S., London
Pendergrass, Dewey R., Beijing
Perry, Cynthia S., Freetown
Peterson, Kimberly, O., Budapest
Prado, Enrique A., San Jose
Rader, Patricia M., Monrovia
Reaume, Daniel J., Frankfurt
Rigby, Richard F., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training
Rivas, Leonor E., Zagreb
Roberts, Rebecca L., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training
Rose, Karen S., Caracas
Ruffin, Evelyn B., Monrovia
Ryan, Vincent J., Office of Communications
Salmon, Elaine, Brussels
Sands, Cynthia P., Kampala
Shirley, John W., Dar-es-Salaam
Shore, Susan K., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training
Shu, Wen-Yi, Beijing
Smith III, John J., Mexico
Smith, Joellis, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training
Smith, Lillian B., Bandar Seri Begawan
Snead, Mei-Chu, Bandar Seri Begawan
Songer, Nancy B., Ouagadougou
Sparhawk, Carol, Tel Aviv
Steele, Thomas A., Beijing
Steers, Howard J.T., Department of the Army
Stein, Timothy A., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training
Steiner, Steven B., Moscow
Stoll, Stephen E., Paris
Thomas III, Herbert S., Guangzhou
Thompson, Susan M., Yaounde
Timmins, David B., Hermosillo
Vance, Sybil D., London
Waddell, R. Karen, Amman
Walker, Lawrence A., Shenyang
Ward, Matthew P., Shanghai
Watts, Judy K., Dakar
Wehrli, Rosemarie S., Bangkok
Whitehead, N. Peter, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training
Wood, Patricia M., Jeddah
Yeisley, Janet E., Amman
Young, William L., Office of Foreign Buildings, Sanaa □

Transfers

Admire, Jonathan E., Diplomatic Security, Technical Collection and Analysis Branch to New Delhi
Aldis, John W., Foreign Service Institute, University Training to Lagos
Andrews, Chris, Frankfurt to Sofia
Appleton, David E., Liberia to Oslo
Archer, James M., New Delhi to Luxembourg
Augustus, Richard A., Zaire to Frankfurt
Auldridge, Stephen E., Lesotho to Frankfurt
Avery, Dale R., African Affairs to Pretoria
Bader, Jeffrey A., U.S. Mission to the United Nations to Foreign Service Institute, University Training
Baez, Eduardo J., Peru to Bureau of Personnel
Balabanis, G. Paul, Policy Planning Staff to Office of Under Secretary for Economic Affairs
Barbour, Kirol R., Austria to Warsaw
Barlow, Byron S., Inter-American Affairs, Office of the Executive Director to Office of Deputy Assistant Secretary for Operations
Barry, Catherine, Inter-American Affairs to Overseas Citizens Services

Barton, Robert D., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security, Houston Resident Office

Bash Jr., Edward J., Spain to Kinshasa

Behrend, Richard W., Economic and Business Affairs to Foreign Service Institute, Language Training

Bender, Bonita L., Secretariat Staff to Office of the Secretary

Bennett, John E., Uganda to Foreign Service Institute

Benson, Ross E., Consular Affairs to Foreign Service Institute

Berg, Edward A., European and Canadian Affairs to Hamilton

Berky Jr., Richard S., European and Canadian Affairs to Paris

Berman, Jane F., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security, New York Field Office

Bernstein, Steven J., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security, Washington Field Office

Berry, Douglas M., Haiti to Dakar

Bevan Jr., John M., Foreign Service Institute, Language Training to Istanbul

Biddle, Robert W., Foreign Service Institute, Language Training to Beijing

Biolsi, George W., Korea to Tokyo

Black, David S., Germany to Rome

Blackburn, Lawrence S., United Kingdom to Manama

Blake, Diana L., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Office of Fiscal Operations

Blake, Steven L., Foreign Service Institute, Language Training to Krakow

Blakely, Richard V., Zaire to Bonn

Blakemore, David L., Foreign Service Institute to East Asian and Pacific Affairs, Office for Korean Affairs

Bloch, David, Brazil to Refugee Programs

Blystone, James J., Italy to Diplomatic Security

Boardman, John S., Thailand to Foreign Service Institute

Bodde, Peter W., Germany to Bureau of Administration, Office of the Executive Director

Bodine, Barbara K., Near Eastern and South Asian Affairs, Israel and Arab-Israeli Affairs to Near Eastern and South Asian Affairs, Arabian Peninsula Affairs

Bond, Michele T., Bureau of Personnel to Foreign Service Institute, Language Training

Borg, Anna A.L., European and Canadian Affairs, European Community and Atlantic Political-Economic Affairs to European and Canadian Affairs, Western Europe

Borisch, Thomas C., Diplomatic Security, Washington Field Office to Diplomatic Security, Washington Regional Diplomatic Courier Division

Bostick, Ronald E., Philippines to Office of Communications

Boucher, Richard A., China to Executive Secretariat, Operations Center

Bowman, Russell L., Guinea to Reykjavik

Bradtke, Robert A., Soviet Union to European and Canadian Affairs

Breiter, Ann K., Port-au-Prince to La Paz

Bresler, Ralph E., Central African Affairs to Foreign Service Institute, Language Training

Brisbon, Brenda C., Ivory Coast to Montreal

Broadwater, Lloyd H., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security, Washington Field Office

Brooks, Annemarie, Togo to Near Eastern and South Asian Affairs

Brown, Rickey K., Office of Communications to Abidjan

Bruns, Judson L., Near Eastern and South Asian Affairs to Office of the Deputy Secretary of State

Buck, Stephen W., Legislative and Intergovernmental Affairs to Baghdad

Buczacki, Jeffrey J., China to U.S. Mission to the United Nations

Budeit, James A., Barbados to Oceans and International Environmental and Scientific Affairs

Bujac, Gregorie W., Diplomatic Security to Foreign Service Institute

Bunn, Charles P., Egypt to Kuala Lumpur

Burke, James J., Philippines to Bridgetown

Burns, Mary A., Brazil to Santo Domingo

Burns, William J., Office of the Deputy Secretary to European and Canadian Affairs

Burt-Lynn, Jane, Israel to Tel Aviv

Butcher, Duane C., Germany to New Delhi

Butler, Michael, Foreign Service Institute, Language Training to Bucharest

Cady, Nancy H., Honduras to Sanaa

Caldwell, Mark W., Diplomatic Security, Secretary's Detail to Diplomatic Security, San Francisco Field Office

Candy, Steven A., International Organization Affairs to European and Canadian Affairs

Carter, Annie M., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Office of Fiscal Operations

Casey, James J., Office of Communications to Tokyo

Casey, Mary A., Near Eastern and South Asian Affairs to Foreign Service Institute

Champagne, Rita V., Inter-American Affairs to East Asian and Pacific Affairs

Chapman, Suzanne B., Israel to Bonn

Charlton, Milton L., Inter-American Affairs to Near Eastern and South Asian Affairs

Chelune, Richard, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security, Washington Field Office

Churchill, Joy F., Mexico to Manila

Clark, Alfred T., Foreign Service Institute to Kinshasa

Clarke, Robert W., Afghanistan to European and Canadian Affairs

Clement, Carl J., Oceans and International Environmental and Scientific Affairs to Office of the Program Inspector General

Clunan, James L., Office of the Counselor of the Department to Foreign Service Institute

Cockburn, Carl S., Mexico to Stockholm

Coffman, Steven P., Foreign Service Institute, Language Training to Mazatlan

Colbert, Larry, Visa Services to Foreign Service Institute

Collins, Timothy V., Secretariat Staff to Foreign Service Institute, Language Training

Connor, Ellen G., Tunisia to Near Eastern and South Asian Affairs, Office of the Executive Director

Cook, Betty L., Japan to Dhaka

Cook, Leroy E., Japan to Dhaka

Cooke, Donald J., Foreign Service Institute, Language Training to Tokyo

Cooper IV, H. Field, Diplomatic Security, Overseas Support Services Branch to Diplomatic Security, Security Engineering Services Branch

Corbett, Joan E., Bureau of Personnel to Legislative and Intergovernmental Affairs

Coughenour, Larry F., Bureau of Personnel to Milan

Cox, Barbara F., Senegal to Milan

Coyle, Gene A., Soviet Union to European and Canadian Affairs

Croddy, Jr., Arnold J., European and Canadian Affairs to Under Secretary for Economic Affairs

Cromwell, Margaret A., Bureau of Personnel, Office of Civil Service Career Development and Assignments to Bureau of Personnel, Foreign Service National Policy and Regulations Division

Crowley, David L., Canada to Port-au-Prince

Crumpler, Lester W., Norway to Office of Communications

Culpepper, Frances R., Near Eastern and South Asian Affairs to Refugee Programs

Cumming, Robert J., Nicaragua to Manama

Daharb, Darryl D., Japan to Diplomatic Security, Systems Engineer and Logistics Branch

Daley, Matthew P., Thailand to East Asian and Pacific Affairs

Daly, Mary E., Netherlands to Executive Secretariat, Operations Center

Damschroder, Lamont S., Sudan to Office of Communications

Damschroder, Susan M., Khartoum to Office of Communications

Danek, Deborah M., Near Eastern and South Asian Affairs to New Delhi

Davidson, William C., Foreign Service Institute, Language Training to Stockholm

Davis Jr., Robert E., Korea to Rome

Davis, James G., European and Canadian Affairs to Foreign Service Institute, Language Training

Dawson, John R., Argentina to U.S. Mission to the United Nations

Dawson, Susana C., Argentina to Inter-American Affairs

De Brosse, Ronald P., Belgium to Damascus

De Wilde, Jan, France to Kigali

Dean Jr., Philip D., Saudi Arabia to East African Affairs

Decoster, Jacques A., Greece to Milan

Deming, Rust M., Foreign Service Institute to East Asian and Pacific Affairs

Derham, James M., Foreign Service Institute, University Training to East Asian and Pacific Affairs

Deroche, Joseph L., Denmark to Cairo

Detrani, Joseph R., China to East Asian and Pacific Affairs

Devight, Gary D., Economic and Business Affairs to Office of the Program Inspector General

Diefenderfer, Betty J., Switzerland to Tel Aviv

Dmytrewycz, Bohdan, Inter-American Affairs, Office of the Executive Director to Foreign Service Institute, Language Training

Dodson Jr., Robert J., Soviet Union to Kabul

Dyels Jr., Jake M., Inter-American Affairs to Foreign Service Institute

Ecton, Stephen M., Australia to East Asian and Pacific Affairs

Edensword, Jon G., Haiti to Office of Foreign Service Career Development and Assignments

Ehrnman, Robert B., Foreign Service Institute, Language Training to Damascus

Elbinger, Lewis K., Oman to Dhahran

Elliott, James S., European and Canadian Affairs to Islamabad

Engle, Gregory W., Germany to European and Canadian Affairs

Everett, Gary L., Panama to Islamabad

Farley, Vincent J., Foreign Service Institute to Abidjan

Faux-Gable, Laura P., Economic and Business Affairs, Office of East-West Trade to Foreign Service Institute, Language Training

Fergin, Gregory G., Liberia to Southern African Affairs

Ferguson, Jack E., India to Pretoria

Figgins Jr., Dan W., Canada to Nairobi

Fitzpatrick, Shaun F., Foreign Service Institute, Language Training to European and Canadian Affairs

Flaherty, Michael B., China to East Asian and Pacific Affairs

Fleischer, Lowell R., Inter-American Affairs to Office of the Program Inspector General

Fletcher, Gregory R., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security, San Francisco Field Office

Forbes, James A., Korea to Chiang Mai

Ford, Joseph S., African Affairs to Kinshasa

Foster, Timerlake, Greece to East Asian and Pacific Affairs

Frank, Ralph, Poland to Kathmandu

Freeman Jr., Roger M., Economic and Business Affairs to Bamako

French, Philip C., Mexico to St. Georges

Friedheim, Daniel V., Executive Secretariat, Operations Center to Secretariat Staff

Friedman Jr., Townsend B., Greece to European and Canadian Affairs

Fromowitz, Samuel C., European and Canadian Affairs to Vancouver

Fuller, Carol S., Nepal to Belize City

Fuller, Robert E., Bangladesh to Kinshasa

Furey, Thomas P., Visa Services to Southern African Affairs

Gamble, Melvin L., African Affairs to Ouagadougou

Garber, Judith G., Spain to Economic and Business Affairs

Garno, David L., Sri Lanka to Jakarta

Garrison, Jeffrey W., Arms Control and Disarmament Agency to Politico-Military Affairs

Gencalp, Hortencia T., Turkey to European and Canadian Affairs

Gentry, Doyle E., Hong Kong to Bureau of Personnel

Giampietro, Carl J., Pakistan to Istanbul

Gibson, Richard M., Foreign Service Institute, Language Training to Yokohama

Gillespie, Stephanie A., Liberia to East Asian and Pacific Affairs, Office of the Executive Director

Glassman, Jon D., East Asian and Pacific Affairs to Foreign Service Institute, Language Training

Godfrey, Ruth W., Pakistan to Near Eastern and South Asian Affairs

Grant, Henry R., Bureau of Personnel, Recruitment Division to Office of the Deputy Assistant Secretary for Operations

Gray Jr., Victor S., Foreign Service Institute, University Training to European and Canadian Affairs

Greenlee, David N., Near Eastern and South Asian Affairs to Foreign Service Institute

Griffith, Wayne G., Executive Secretariat, Operations Center to Foreign Service Institute

Griffiths, G. Gene, India to

Near Eastern and South Asian Affairs

Gust, Sandra J., Ecuador to Office of Management Operations

Guzik, Stanley R., East Asian and Pacific Affairs to Yokohama

Gwinner, Susan C., Madrid to Maputo

Hackworth, Amy E., Saudi Arabia to Cairo

Hager, William E., Egypt to Near Eastern and South Asian Affairs

Hale, David M., Dhahran to Manama

Hall, James A., Venezuela to Office of Communications

Hallman, Byron A., Honduras to Manila

Halloran, Nancee T., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security, Washington Field Office

Hamilton Jr., Hugh G., Poland to Luxembourg

Hamilton, John A., European and Canadian Affairs to Ankara

Harman, Sally L., Inter-American Affairs to International Organization Affairs

Harms, Mattie R., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Office of the Comptroller

Harnish III, Reno L., Economic and Business Affairs to Berlin

Haro, Eunace B., Israel to Karachi

Harrison, Melvin L., Bureau of Personnel to Diplomatic Security, Washington Field Office

Hartley, Brent R., Near Eastern and South Asian Affairs to European and Canadian Affairs

Harty, Maura A., Operations Center to Secretariat

Hayward, Martha, Rabat to Bonn

Hayashida, Robert Y., Argentina to Inter-American Affairs

Healy, Timothy R., Nigeria to Jakarta

Heavey, Kim C., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security, Washington Field Office

Hecht, Dorothy J., Inter-American Affairs to Office of Foreign Service Career Development and Assignments

Hecklinger, Richard E., Netherlands to Office of Under Secretary for Economic Affairs

Heidel, Lewis J., Office of Communications to Manila

Helfrich, Gerard F., Japan to Oceans and International Environmental and Scientific Affairs

Helmer, Colin S., Economic and Business Affairs to East Asian and Pacific Affairs

Heusinkveld, Paul A., Near Eastern and South Asian Affairs to Jeddah

Hickson, Durwood, Foreign Service Institute to Office of Supply, Transportation and Procurement

Hill, Betty P., Korea to Karachi

Hilts, Joseph A., Politico-Military Affairs, Office of the Executive Director to European and Canadian Affairs, Office of the Executive Director

Hipp, Mark J., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security, Washington Field Office

Holmberg, Sandra K., India to Near Eastern and South Asian Affairs

Holmes, Genta H., Malawi to Port-au-Prince

Holt, James W., Diplomatic Security to Kampala

Holt, Peter G., Cameroon to African Affairs

Holzman, John C., Foreign Service Institute, University Training to Near Eastern and South Asian Affairs

Honan, Kevin E., African Affairs to Economic and Business Affairs

Hoover, Donald T., Diplomatic Security to Frankfurt

Hopper, Robert F., United Kingdom to Foreign Service Institute

Hughes, Arthur H., Netherlands to Tel Aviv

Hughs, John L., Office of Communications to Manila

Hurley III, John A., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security, Washington Field Office

Hurley, Sharon V., Visa Services to Frankfurt

Hyams, Robert S., Foreign Service Institute, Language Training to Yokohama

Imburg, Elizabeth L., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security, Washington Field Office

Isaacs, Arnold M., Office of Foreign Service Career Development and Assignments to Board of Examiners

Ito, Pete K., Denmark to Politico-Military Affairs

Janin, Henry H., Foreign Service Institute, University Training to Jeddah

Janowski, Louis F., Office of Foreign Service Career Development and Assignments to Addis Ababa

Jarrett, Kenneth H., U.S. Mission to the United Nations to East Asian and Pacific Affairs

Johnson, Joel B., Germany to Diplomatic Security

Johnson, Susan R., Office of Under Secretary for Political Affairs to Bureau of Personnel

Jones, Richard H., Saudi Arabia to Economic and Business Affairs, Office of International Trade

Jornlin, Philip E., Diplomatic Security to Manila

Joyce, Rebecca A., Foreign Service Institute, Language Training to Budapest

Kandalaft, Fuad H., Saudi Arabia to Belgrade

Kane, Marian A., Saudi Arabia to Mexico

Karaskiewicz, Cynthia, African Affairs to Yaounde

Kates, Ronald L., Jamaica to International Organization Affairs

Kauzlarich, Richard D., International Organization Affairs to Policy Planning Staff

Keil, Rodolfo F., Yugoslavia to Bureau of Personnel

Keiswetter, Allen L., Sanaa to Riyadh

Keller, Aurelia L., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security, Washington Field Office

Keller, Richele, Bermuda to Overseas Citizens Services

Kelley, Martha N., Philippines to Lagos

Kelly, Stephen R., Belgium to Executive Secretariat, Operations Center

Kelsey, Brian R., European and Canadian Affairs to Foreign Service Institute, Language Training

Kennedy, Charles A., Mexico to Near Eastern and South Asian Affairs

Kessler, Helene M., India to Brussels

Kim, Hyong-Bum, Hong Kong to East Asian and Pacific Affairs

Kindelan II, Gilbert E., Foreign Service Institute, Language Training to Budapest

Kirkpatrick, Ronald K., Economic and Business Affairs, Office of East-West Trade to Ankara

Kitchen Jr., Robert W., Liberia to Addis Ababa

Klein, Dennis F., Philippines to East Asian and Pacific Affairs

Klein, Esther, Morocco to Foreign Service Institute

Klemp, Karen D., European and Canadian Affairs to Foreign Service Institute, Language Training

Klemp, Stephen H., African Affairs to Foreign Service Institute, Language Training
Knowlton, Davis D., India to Dhahran
Koch, Katherine E., Greece to Near Eastern and South Asian Affairs
Kramme, Gusta N., Italy to Office of Foreign Service Career Development and Assignments
Krebs, Sheldon I., Executive Secretariat to East Asian and Pacific Affairs
Krieger, Nanette A., Diplomatic Security, Special Investigations Branch to Diplomatic Security, Program Operations—Geographic Areas
Kunsman, Eric A., Arms Control Disarmament Agency to Bern
La Lime, Helen R.M., Switzerland to Warsaw
Lande, Peter W., African Affairs to Cairo
Langen, Mary A., Egypt to New Delhi
Lanier, Jerry P., Philippines to Nairobi
Lauer, Thomas L., Belgium to European and Canadian Affairs
Lauterbach, Steven M., Intelligence and Research to Belgrade
Lawton, Elsie C., Barbados to Stockholm
Leach, Elaine D., Sudan to Nairobi
Leader, James E., Foreign Service Institute to Inter-American Affairs
Levine, Steven P., Israel to Near Eastern and South Asian Affairs
Lieser, William D., Denmark to European and Canadian Affairs
Lincoln, Wesley, United Kingdom to Manila
Linger, William J., Congo to Jerusalem
Litzenberger Jr., Earle D., Algeria to Marseille
Logsdon, Wayne K., European and Canadian Affairs, Office of the Executive Director to Foreign Service Institute, Language Training
Lohman, Lee R., Near Eastern and South Asian Affairs, Office of the Executive Director to Foreign Service Institute
Longo Jr., D. Thomas, European and Canadian Affairs to Foreign Service Institute, Language Training
Lowman, Shepard C., Honduras to East Asian and Pacific Affairs
Lucas, William E., Foreign Service Institute, University Training to European and Canadian Affairs
Luketich, Dorothy A., Cameroon to Medical Services
Lydon, Peter J., Near Eastern and South Asian Affairs to Foreign Service Institute
Mabray, Glenn G., Bureau of Personnel, Board of Examiners to Bureau of Personnel
Machado Jr., Joseph, Argentina to Inter-American Affairs, Office of the Executive Director
Mack, David L., Foreign Service Institute to Near Eastern and South Asian Affairs
MacLeod, Carol J., Mexico to Abidjan
Maertens, Thomas R., European and Canadian Affairs to Foreign Service Institute, Language Training
Maffett, Victor J., Ecuador to Nairobi
Majewski, Brain R., Saudi Arabia to Ottawa
Majewski, Susan M., Saudi Arabia to Ottawa
Malesky, Lann A., Office of Management Operations to Foreign Service Institute
Manger, Walter H., Sri Lanka to International Organization Affairs
Mann, Steven R., Foreign Service Institute, University Training to Saipan
Manville, Sue A., African Affairs to Foreign Service Grievance Board
Marx, James M., Indonesia to East Asian and Pacific Affairs
Mason, Nancy M., Office of Mexican Affairs to Office of Andean Affairs
McCallie, Marshall F., West African Affairs to Office of Foreign Service Career Development and Assignments
Micateer, Mary M., Germany to Paris
McCall III, Robert E., Zimbabwe to African Affairs
McCarthy, Daniel R., Saudi Arabia to Damascus
McCormick, Keith P., European and Canadian Affairs to African Affairs
McCulloch, Gerald, Inter-American Affairs, Office of Andean Affairs to Foreign Service Institute
McDermott, Margaret M., Ivory Coast to Doha
McGrath, Edward P., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security, Washington Field Office
McGrath, Judith A., Germany to Office of Foreign Service Career Development and Assignments
McHugh, Reginald J., Office of Caribbean Affairs to International Narcotics Matters
McIssac, Karen J., Venezuela to Economic and Business Affairs
McKeown, Mary A., Soviet Union to Tunis
McKune, Elizabeth, Egypt to Beirut
McKune, Kenneth R., Egypt to Beirut
McLean, Martin, Soviet Union to Curacao
McMahon, Edward R., Foreign Service Institute, University Training to African Affairs
McMillion, Margaret K., Foreign Service Institute, Language Training to Udorn
McPherson, William R., Oceans and International Environmental and Scientific Affairs to Tokyo
Meatty, Robert L., Mauritania to Tel Aviv
Metelits, Michael D., Refugee Programs to International Organization Affairs
Metrinko, Michael J., Poland to Near Eastern and South Asian Affairs
Michalak, Michael W., Japan to Tokyo
Miley, James R., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security, Washington Field Office
Miller, Marijayne, Foreign Service Institute to Bureau of Personnel
Mills, Kevin P., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security, Washington Field Office
Millspaugh, Larry G., Office of Foreign Buildings to Office of Management Operations
Minyard, Donnie P., United Kingdom to Amman
Moats, Simeon L., Executive Secretariat to Monrovia
Mohler, Brian J., East Asian and Pacific Affairs to Riyadh
Monk, Amy Y., Bureau of Human Rights and Humanitarian Affairs to Office of Foreign Buildings
Monroe, Evangeline O., Intelligence and Research to Inter-American Affairs
Montgomery, William D., Tanzania to Foreign Service Institute
Moore, Naida H., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Office of Fiscal Operations
Moran, John L., Chile to Economic and Business Affairs
Morford, Richard A., Japan to Economic and Business Affairs
Morgan, Michael P., Inter-

American Affairs to Moscow

Morris, John D., Intelligence and Research to Foreign Service Institute, Language Training

Mueller, Claire, Hong Kong to Office of the Director General of the Foreign Service

Mulraney, Nancy A., India to Near Eastern and South Asian Affairs

Munro, Glenn A., Foreign Service Institute to Oceans and International Environmental and Scientific Affairs

Murphy, Peter G., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security, Washington Field Office

Murray, Christopher W., East African Affairs to European and Canadian Affairs

Murray, Robert B., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security, Washington Field Office

Myers Jr., Robert P., Legislative and Intergovernmental Affairs to Belfast

Naugle, John A., Philippines to East Asian and Pacific Affairs

Neely, Arthur D., Zaire to Office of Communications

Nelson, Michael D., China to Hong Kong

Nemeth, Robert J., Bahrain to Foreign Service Institute

Ness, Donald L., United Kingdom to Diplomatic Security

Neumann, Ronald E., Near Eastern and South Asian Affairs to Foreign Service Institute, Language Training

Norman, Marc E., United Kingdom to Intelligence and Research

Norris Jr., Chester E., African Affairs to U.S. Mission to the United Nations

Novalis, Julia M., Guinea to African Affairs

Nylund, Donald H., Office of Communications to Oslo

O'Brien, Linda K., European and Canadian Affairs to Dakar

O'Connor, Brian J., Mali to African Affairs

O'Donnell, William P., China to Manila

Olson, Joy L., Philippines to Secretariat Staff

Oman, Gerry C., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security, Washington Field Office

Onate, Andres D., China to Politico-Military Affairs

O'Neill, Joseph P., Ethiopia to African Affairs

Ordal, Steven R., Economic and Business Affairs to Bandar Seri

Orozco, Cristobal R., Finland to Tegucigalpa

Overly, James E., Office of Management Operations to European and Canadian Affairs

Owens, Jo A., Nigeria to Shanghai

Pace, Robert S., Executive Secretariat, Operations Center to European and Canadian Affairs

Parson, Ronald S., Foreign Service Institute, Language Training to Stockholm

Patterson Jr., Charles N., Kuwait to Near Eastern and South Asian Affairs

Patterson, Milred A., Belgium to Office of Foreign Service Career Development and Assignments

Paukert, Edward T., Office of the Program Inspector General to Kabul

Pelphrey, James D., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security, Washington Field Office

Pennebaker III, William K., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security, Washington Field Office

Percival, Bronson, E., Malaysia to East Asian and Pacific Affairs

Perenyi, Peter S., Southern African Affairs to Foreign Service Institute, Language Training

Perlow, Howard T., Mauritania to European and Canadian Affairs

Perry, Robert C., Intelligence and Research to Port Louis

Peters, Lauralee M., Economic and Business Affairs to Islamabad

Peters, Lee M., Inter-American Affairs to Islamabad

Peterson, Mary J., Norway to Singapore

Pfanzelt, Ingrid E., China to Brussels

Philpot, Constance A., Economic and Business Affairs to Foreign Service Institute, Language Training

Piazza, Salvatore, Diplomatic Security to Frankfurt

Pierce, Roger D., Foreign Service Institute, Language Training to Istanbul

Plummer, Kenneth W., Overseas Citizens Services to Riyadh

Polasky, Frederick, Iraq to Prague

Pollick, Arthur L., Sanaa to Medical Services

Poltun, Peter, Austria to Geneva-U.S. Mission

Powell, Nancy J., Refugee Programs to Foreign Service Institute, Language Training

Price Jr., Edgar W., Costa Rica to Office of Communications

Price, Elizabeth J., Germany to Nairobi

Priestley Jr., Alfred L., Lisbon to Monrovia

Pudschun, Jerrilynn, Foreign Service Institute, Language Training to Ankara

Qualkenbush, Eric L., Bulgaria to Jeddah

Quinzio, Thomas J., Egypt to Berlin

Rabasa, Angel M., European and Canadian Affairs to Foreign Service Institute, Language Training

Ramirez, Adolfo A., Antwerp to Luxembourg

Rand, Christopher C., Hong Kong to East Asian and Pacific Affairs

Rankin, Haywood, Syria to Baghdad

Rapoport, Sheldon J., Intelligence and Research to Foreign Service Institute, Language Training

Rehfuss, David P., Economic and Business Affairs to Foreign Service Institute

Render, Arlene, Jamaica to Accra

Richard, Dona F., Pakistan to Bern

Richardson, Karl S., Japan to Naha

Richart Jr., Raymond D., Jamaica to Athens

Ritchie, John A., Inter-American Affairs to Brasilia

Roberts, Donald A., Near Eastern and South Asian Affairs to Tunis

Roberts, Jean C., Near Eastern and South Asian Affairs to Kathmandu

Robertson III, Charles E., Foreign Service Institute, Language Training to Tokyo

Robertson, Thomas B., Germany to European and Canadian Affairs

Robinson, Kathryn D., East Asian and Pacific Affairs to Consular Affairs

Robinson, Mary K., Mauritius to Conakry

Robinson, Max N., European and Canadian Affairs to Foreign Service Institute, Language Training

Robinson, Ronald S., African Affairs to Visa Services

Rohrer, Bradley D., Ivory Coast to Diplomatic Security

Rowell, Sue A., Hong Kong to Islamabad

Runner Jr., Benjamin C., Diplomatic Security to Foreign Service Institute, Language Training

Ryan, Thomas W., Japan to Monrovia

Salic, Bonita C., Australia to

Helsinki

Salmon Jr., Charles B., Office of Thailand and Burma Affairs to Office for Philippines Affairs

Sampas, Dorothy M., Bureau of Personnel, Office of Management to Foreign Service Institute

Samuel, Edward B., Economic and Business Affairs, Food Policy Division to Economic and Business Affairs, Developed Country Trade Division

Sattler, Martin J., Foreign Service Institute, Language Training to Sofia

Scarlis, Basil G., Greece to European and Canadian Affairs

Schaefer, Kendall S., Inter-American Affairs to San Jose

Schlosser, John K., Jamaica to The Hague

Schmadel-Heard, Fredericka, Maracaibo to Reykjavik

Schmiel, Eugene D., African Affairs to Mombasa

Schmoeger, Thomas M., Thailand to Diplomatic Security

Schrader, Robert C., Department of Labor to European and Canadian Affairs

Schroen, Gary C., Abu Dhabi to Dubai

Scott, John F., East Asian and Pacific Affairs to Foreign Service Institute, Language Training

Shankweiler, Raymond B., France to Tel Aviv

Sharpe, Richard G., Spain to Office of Communications

Sheely, Alan L., Diplomatic Security, Washington Field Office to Diplomatic Security, Programs Operations—Geographic Areas

Sheppard, Florita I., Inter-American Affairs, Office of Andean Affairs to Inter-American Affairs

Shields, Peter K., Liberia to Khartoum

Shinn, James W., Switzerland to International Organization Affairs

Shook, Curtis P., Algeria to Hong Kong

Short, Rande K., Panama to Riyadh

Shuler, Robert L., Intelligence and Research to Office of the Program Inspector General

Silva, Frederick W., Costa Rica to Madrid

Silva, Raymond E., Indonesia to Bonn

Sittel, Jan N., Sweden to Tokyo

Smallwood, Audrey J., Italy to Moscow

Smith, Susan P., China to Foreign Service Institute, University Training

Soles, Ann F., Germany to Kinshasa

Spake II, Harold E., Germany to Manila

Stadius, Bernarr L., Brazzaville to Riyadh

Stadtler, Walter E., Foreign Service Institute to African Affairs

Stebbing, David H., Economic and Business Affairs, Special Trade Activities Division to Economic and Business Affairs, Food Policy Division

Stefanka, Rosemary, Diplomatic Security, Chicago Field Office to Diplomatic Security, Program Operations—Geographic Areas

Stegelmann, Ingrid M., African Affairs to Bureau of Personnel

Stevens, Justice B., Visa Services to International Organization Affairs

Stevens, Lynn E., Bureau of Personnel to Bissau

Stevens, Mark, Diplomatic Security to Manila

Stevens, William N., Austria to European and Canadian Affairs

Stillman, Linda C., Office of Foreign Service Career Development and Assignments to Legislative and Intergovernmental Affairs

Stout, Charles R., Italy to Office of Foreign Service Career Development and Assignments

Strachan, Michael R., Foreign Service Institute, Language Training to Office of Caribbean Affairs

Struble, James C., Spain to Tegucigalpa

Struble, Susan M., Oceans and International Environmental and Scientific Affairs to Tegucigalpa

Summers, David C., Foreign Service Institute, Language Training to Bangkok

Surena, Jean E., Foreign Service Institute, Language Training to Rome

Surprise, Robert J., Soviet Union to Office of Communications

Sutphin, Paul R., Guyana to Copenhagen

Sweigart, Dennis P., Germany to Jakarta

Talcott, Gregory M., Executive Secretariat, Operations Center to Freetown

Tarrant, James R., European and Canadian Affairs to Ottawa

Taubenfeld, Rita, Oceans and International Environmental and Scientific Affairs to Bureau of Personnel

Thayer, Yvonne F., Bureau of Personnel to Refugee Programs

Thomas, Cynthia A., Office of Protocol to Bangkok

Thomas, David L., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security, San Francisco Field Office

Thomas, Marshall S., Bangkok to Manila

Thompson, Joanne M., Bureau of Personnel to International Organization Affairs

Thurman, J. Richard, Intelligence and Research to Bureau of Personnel

Tierney, Richard J., Office of the Inspector General to African Affairs

Tkacik Jr., John J., Hong Kong to Foreign Service Institute

Tolson Jr., Jerome F., Foreign Service Institute, Language Training to Mexico

Trigg, Ronald A., Nigeria to West African Affairs

Triplett, John C., Foreign Service Institute to Mexico

Tuten, James T., Office of Communications to Brasilia

Tuttle, Eugene P., Economic and Business Affairs to St. Georges

Urli, Lawrence A., Romania to Lahore

Valdez, Steven J., Peru to Inter-American Affairs

Van Houten, Melvin J., Brazil to Pretoria

Varner Jr., John H., Switzerland to Rabat

Velarde, Margaret E., Office of the Program Inspector General to Office of Foreign Service Career Development and Assignments

Wajda, Thomas J., France to Oceans and International Environmental and Scientific Affairs

Wall, Marc M., Economic and Business Affairs to Policy Planning Staff

Wallace, Kenneth I., Mauritania to Office of Communications

Wallen, Richard H., Foreign Service Institute to Visa Services

Walsh, James D., Ontario to Halifax

Walsh, James J., Diplomatic Security to Ankara

Ward, David C., Indonesia to Islamabad

Ward, Jennifer C., Politico-Military Affairs to Dakar

Ward, Stephen D., Greece to Office of Communications

Weiner, James A., Brazil to Bureau of Personnel

Weissman, Philip, United Kingdom to Manila

Welter, Daniel R., Office of the Program Inspector General to Visa Services

Welty, Dean L., East Asian and Pacific Affairs to Foreign Service Institute

Willett, Donald E., Mexico to Tel Aviv

Williams, James A., International Organization Affairs to Berlin
Williams, Terrence L., China to Tokyo
Wilson IV, Joseph C., Foreign Service Institute, University Training to Brazzaville
Wilson, Stephen E., Medan to Jerusalem
Wisgerhof, Paul R., Inter-American Affairs to Foreign Service Institute
Witt, Matilda G., Spain to Diplomatic Security
Wold, Phillip H., Bureau of Personnel to Lusaka
Wolf, Ira, Japan to Economic and Business Affairs
Wolf, L. Louise, Antananarivo to Brussels
Womack, Homer L., Senegal to Bureau of Personnel
Wong, Yvette M., Intelligence and Research to Politico-Military Affairs
Wood, William B., Inter-American Affairs to Office of Under Secretary for Political Affairs
Yackley, John R., European and Canadian Affairs to Tunis
Zajac, Eugene C., Soviet Union to Politico-Military Affairs □

Resignations

Bailey, Carrolly L. T., Manama
Bellard, Scott D., Foreign Service Institute, Language Training
Blattberg, Roger S., Bureau of Personnel
Bock, J. Richard, Legislative and Intergovernmental Affairs
Bozworth, Sandra A., Colombo
Bradley, Pamela H., Beijing
Buchanan, Margaret M., Toronto
Canas, Elaine S., Bureau of Personnel
Carpenter, Jin-Lian H., Guangzhou
Cohen, Judy W., Economic and Business Affairs
Danizio-To, Teresa A., Ouagadougou
De Olazo, Remigia A., Yaounde
De Ramirez, Maria C., Brussels
DeWire, Evan L., Kampala
Eakin, Kay B., Mbabane
Fryar, Kay S., Ottawa
Gadzinski, Peter S., Foreign Service Institute, Language Training
Gardner Jr., J. Warren, East Asian and Pacific Affairs, Office of the Executive Director
Goins, Rodney R., Port-au-Prince
Hansen, Linda V., Geneva-U.S. Mission
Haught, Donald D., Office of the Program Inspector General
Herold, Richard A., Foreign Service Institute, Language Training
Hill, Kenneth J., White House
Hopman, Cheryl S., Dar-es-Salaam
Hutson, Thomas R., Foreign Service Institute, Language Training
Jenks, Darrell A., Tokyo
Johnson, Rodney C., Mexico
Keith, James R., Foreign Service Institute, Language Training
Keller, Daniel F., Foreign Service Institute, Language Training
Mackey, Shirley J., Geneva-U.S. Mission
Maxwell, Angela M., Bangkok
Mondschein, Lawrence S., East Asian and Pacific Affairs
Muth, Patricia C., Brussels
Nickelson, Terry D., Johannesburg
O'Mara Jr., Martin J., Diplomatic Security
Pascua, Gerard R., Foreign Service Institute, Language Training
Peters, Ronald J., Kabul
Pollock, David A., Diplomatic Security
Reina, Rebecca A., Guatemala
Remillard, Gladys F., Budapest
Robinson, Catherine O., Amman
Rubenstein, Michael C., Guadalajara
Sherr, David B., East Asian and Pacific Affairs
Shepherd, Douglas A., Ethiopia
Shirley, John W., Dar-es-Salaam
Sigman, Almyra J., Monrovia
Smith, Denise D., Paris
Snook, Patricia A., Kuala Lumpur
Snyder, Betty K., Ottawa
Stanton, Karen C., Foreign Service Institute, Language Training
Stanton, William A., Foreign Service Institute, Language Training
Swayze, Phillip A., Beijing
Tresnjak-Smith, Sylvija, Krakow
Turner, Cathy J., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training
Tweit, Dorothy D., Addis Ababa
Weiss, Stephen D., Bureau of

FOREIGN SERVICE INSTITUTE— Graduates of June Foreign Service secretarial training class, seated, left to right: *Maureen Valis* (Lagos), *Vivian F. Halyard* (Milan), *Pamela I. Ash* (Nouakchott), *Pamela S. Blankinship* (Tegucigalpa), *Arlin Pedrick* (Moscow), *Lucy C. Tom* (Belgrade), *Karen Starr* (Pretoria), *Ellen Demos* (Canberra), *Silvia A. Audi* (The Hague). Second row: *Kay McMann* (staff), *Linda Walker* (Osaka-Kobe), *Shirley Adams* (Casablanca), *Dianne Vogel* (Managua), *Brigitte Shaw* (Riyadh), *Linda Lyda* (Antananarivo), *Susan Rance* (Athens), *Patricia Houston* (Paris), *Frederike Brickel* (Moscow), *Frances L. Collins* (Rome), *Janie Miller* (staff). Third row: *Mary McAleenan* (Managua), *Michele A. Noe* (Rangoon), *LaDonna Oliver* (Lusaka), *Gayl F. Turner* (Lima), *Georgeanne Vargo* Biejing), Donnal McDermott (Lima), *Sara D. Lang* (Ouagadougou), *Jessie Colson* (staff). *(Photo by Lloyd McKenzie)*

Personnel
Wilson, William A., Vatican
Yi, Eunice U., Seoul □

Retirements

Ahmad, Sharon E., Office of Equal Employment Opportunity and Civil Rights
Allen, Carolyn M., Buenos Aires
Bean, Maurice D., Politico-Military Affairs
Bergstrom, Alan H., Bureau of Personnel
Berlind, Alan D., Athens
Bruce, Robert L., African Affairs
Enders, Thomas O., Spain
Galanto, Fred J., Jeddah
Karris, Gustave, Office of Communications
Kerr, James E., Port-of-Spain
MacDougall, Hugh C., Foreign Service Institute
Matheron, Richard C., Office of the Program Inspector General
Moller, Kenneth B., Office of Supply, Transportation and Procurement
Morris, Murrow B., Passport Agency, Boston
Rodman, George F., Kathmandu
Shirley, John W., Dar-es-Salaam
Stricklin, Jay S., Consular Affairs
Vicini, Eileen F., Medical Services, Alcohol Awareness Branch
Williams, Howard F., Islamabad □

Specialist tenure

The Specialist Tenuring Board has completed its review of the files of candidates eligible for tenure consideration at its June 1986 session. Recommended for career status:

Aguayo, Daniel E.
Baxter, Marilyn J.
Bebout, Kay D.
Betts Jr., Lucelous
Blanton Jr., John E.
Boitano, Regina T.
Bosken, Jerome J.
Bourdon, Deborah I.
Brooks, Annemarie
Burns, Grace B.
Claus, Robert E.
Coffman, Robert W.
Davison, David F.
Denny, Robert E.
Deroche, Joseph L.
Dollins, Kathleen E.
Dyke, Eva J.
Fuller, Robert E.
Gurvin, George E.
Hanson, Anissa A.
Ingram, Michael F.
Jones, Franklin D.
Kamerick, Susan E.
Keating, Susie A.
Leach, Elaine D.
Leon-Guerrero, Jennie
Maddox, James M.
Majewski, Susan M.
Mazyck, Dazzie D.
McGrath, Maria E.
McNaughton, Betty L.
Moore, Candace B.
Oliver, Natalie R. H.
Ortel, Carolyn H.
Pharis, Shirley L.
Picardi, Judith E.
Pinon Jr., Guadalupe
Powers-Palmer, Norma J.
Price, Elizabeth J.
Probst, Leslie
Richard, Dona F.
Rowell, Sue Ann
Saunier, Deborah K.
Seale, Jamie L.
Shankweiler, Raymond
Smith, Jacqueline R.
Tanner, Crosby M.
Tharp, Peter J.
Turco, Robin W.
Tyznik, Walter E.
Valk, Thomas H.
Van Treeck, Marie-Elena
Vernon, Beverly E.
Watson, Dennis L.
Wetlesen, Gloria B.
Willems, John L.
Young, Edwin S.W. □

FOREIGN SERVICE INSTITUTE— Graduates of the April clerical class, first row, left to right: *Bryan A. Hamilton, Pamela Saunders, Lisa C. McLean, Diane Abood, Michelle L. Greenberg, Elizabeth Lanzillo, Jacqueline R. Fitzgerald.* Second row: *Janie Miller* (course chairwoman), *Peggy Wilkey, Brenda N. Massey, Runa Schwartz, Judith Eagar* (partially hidden), *Holly Hammond* (partially hidden), *Charlene Mecklenburg, Brian Tweedy, Greg Chandler, Mary Caldarelli* (partially hidden), *Jean Scarbrough, Troy McCoy. (Photo by Lloyd McKenzie)*

Springer gets post in Geneva

Richard L. Springer has been appointed director of Webster University's campus in Geneva, Switzerland. During his 25 years in the Foreign Service he served in Europe and the Americas and also worked for the United Nations. He retired in 1980. □

Rome school reunion

The Marymount International School of Rome has invited alumni to participate in its 40th-anniversary observance this month. Contact Sister Terese Martin, Via di Villa Lauchli, 180, Rome, Italy 00191. Her telephone number is 337-3349/328-9671. □

Afghan reunion will be Nov. 1

The annual reunion of "Afghan Old Hands" will be held November 1 at the Westpark Hotel, Tysons Corner, Va. Dinner will be served at 8, and the cost is $20. Checks should be payable to Afghanistan Reunion and mailed to Sadie Goodman, 2500 Wisconsin Avenue N.W., #501, Washington, D.C. 20007. ■

Bureau Notes

The Seventh Floor

Office of the Secretary

On August 15–16 SECRETARY SHULTZ traveled to Port-au-Prince, for consultations with government officials, and continued on to Santo Domingo, for the presidential inauguration there. Staff members accompanying and advancing the Secretary's trip were M. CHARLES HILL, executive assistant to the Secretary; B. LYNN PASCOE, deputy executive secretary; PATRICK KENNEDY, executive director, Executive Secretariat; KEITH EDDINS and DEBORAH GRAZE, special assistants to the Secretary; KATE MILNE, personal assistant; GWEN CLARE, deputy director, Secretariat Staff; Secretariat Staff officer MARCIA WONG; and secretarial assistants SHARON OTHA and SAADIA SARKIS ... On September 5 Mr. Shultz traveled to Cambridge, Mass., to participate in Harvard University's 350th anniversary celebration, by addressing a convocation. Accompanying him were NICHOLAS PLATT, special assistant to the Secretary and executive secretary of the Department; GLYN DAVIES, special assistant to the Secretary; and Mr. Kennedy ... The Executive Secretariat welcomed as new employees RICHARD BOUCHER, MARY DALY, ROBYN BISHOP, MARCIA BLOOM, WAYNE BUSH, GEORGE KROL, STEPHEN DEL ROSSO and SHEILA PETERS, to the Operations Center ... MARY HAINES and CINDY TRODDEN have joined the Secretariat Staff, as has MAURA HARTY from the Operations Center, to replace TIMOTHY COLLINS who departed for the Foreign Service Institute prior to his onward assignment to Turkey. ☐

Office of the Deputy Secretary

MARC GROSSMAN has assumed duties as executive assistant to Deputy Secretary JOHN C. WHITEHEAD, replacing WESLEY EGAN, who has been assigned to the Senior Seminar. Mr. Grossman was previously assigned to Brussels, where he was deputy director of LORD CARRINGTON's office at NATO. ☐

Under Secretary for Political Affairs

Under Secretary MICHAEL H. ARMACOST and Soviet deputy foreign minister ANATOLIY ADAMISHIN held two days of talks on regional issues, in the Department, August 27–28. Participating with Mr. Armacost were PETER RODMAN, deputy assistant to the President for national security affairs; RICHARD ARMITAGE, assistant secretary of defense for international security affairs; RICHARD SOLOMON, director, Policy Planning Staff; THOMAS SIMONS, deputy assistant secretary of state for European and Canadian affairs; and MARK PARIS, director, Office of Soviet Union Affairs ... WILLIAM B. WOOD has joined the staff as special assistant to Mr. Armacost, replacing WILLIAM BROWNFIELD, who will be departing for Buenos Aires. ☐

Office of the Counselor

Counselor EDWARD J. DERWINSKI traveled to Ottawa, for consultations on fishery and boundary issues with Canadian government officials, August 19–20. He was accompanied by special assistant IRWIN PERNICK and Pacific Basin coordinator DAVID ALLEN ... On August 14 Mr. Derwinski briefed members of the foreign press at the Foreign Press Center, on the southwest Pacific tuna negotiations and other regional matters ... On September 4–6, accompanied by special assistant QUINCY KROSBY, he traveled to London for bilateral discussions ... Executive assistant DANIEL CLARE represented the Department and served as the foreign policy expert at the American Legion's annual convention in Cincinnati, August 29–31 ... Mr. Allen was in San Francisco, August 21–22, to attend the meeting of the standing committee of the Pacific Economic Cooperative Conference and to meet with officials of the Pacific Basin Economic Council ... Mr. Pernick replaces JAMES L. CLUNAN, who is attending the National Defense University. ☐

Policy Planning Staff

Director RICHARD SOLOMON participated in the U.S.-USSR regional talks at the Department, August 27–28 ... Principal deputy director NELSON LEDSKY and member NORMAN LEVIN traveled to Seoul, for the U.S.-Korean bilateral talks ... KENNETH CHARD has replaced JOHN WASHBURN as special assistant. Mr. Washburn is now a member of the Policy Planning Staff, with responsibilities for multilateral issues. ☐

Office of Protocol

Chief of protocol SELWA ROOSEVELT escorted the president of Mexico during his official working visit to Washington ... The assistant chief for visits, CATHERINE MURDOCK, coordinated the visit, assisted by MARY MASSERINI, ALEXANDRA MILLER, ERIN WALSH and JAMES PAYNE ... APRIL GUICE, assisted by KIMBERLY MIDDLETON, coordinated arrangements for the Secretary and Mrs. Shultz's dinner cruise in honor of the president of Mexico ... Mrs. Roosevelt presided at the swearing-in of FRANK WISNER as U.S. ambassador to Egypt ... The assistant chief for administration, CHARLES ANGULO, was the presiding officer at the swearing-in of REGINALD BARTHOLOMEW as U.S. ambassador to Spain, and MORTON ABRAMOWITZ as assistant secretary, Bureau of Intelligence and Research ... Associate chief RICHARD GOOKIN traveled to Des Moines, August 20, to brief local hosts on protocol matters, preparatory to diplomatic corps participation in the Iowa international trade symposium.

The acting assistant chief of protocol for ceremonials, PAMELA GARDNER, assisted by REBECCA BOYD, GEORGIA BOOTH, Ms. Guice and Kimberly Middleton, handled arrangements for a dinner cruise hosted by Secretary and Mrs. Shultz in San Francisco, honoring the foreign minister of Australia and his wife, and the luncheon hosted by Under Secretary MICHAEL ARMACOST for the U.S.-Soviet delegation ... Ms. Boyd, LAWRENCE DUNHAM and MARY MORRIS traveled to San Francisco to assist with the U.S.-Australian bilateral ministerial consultations ... JULIE ANDREWS was in charge of the private visit to Washington of the prime minister of Grenada ... GEORGETTE GARNER has joined Protocol, in the diplomatic and consular liaison section, and FSO IRENE HARRISON has joined the administrative section, on a temporary tour ... ADINA KAZYAK has transferred from the New York Protocol Office to the Bureau of Consular Affairs. ☐

Administration

Foreign Buildings Office

New arrivals: BRYCE "MAC" McGREGOR GERLACH has joined the office as director for capital projects. He most recently served as executive director of the Bureau of Near Eastern and South Asian Affairs, and has served in overseas posts including Brasilia, Monrovia and Cairo. He replaces ROBERT BLACKBURN, who retired June 14 ... AMY Y. MONK has begun a one-year assignment in the Executive Office. She comes from the Bureau of Human Rights and Humanitarian Affairs and has served in posts including Lagos, Nicosia and Lima ... On June 27 the office said farewell to LARRY MILLSPAUGH, who had worked in operations and who now goes to the Office of Management Operations as senior analyst for the planning staff. His replacement is ANTHONY SPAKAUSKAS, who began work in the Office of Foreign Buildings on July 14. He came from the Foreign Service Institute, where he was involved in the final preparations for the general services officer course. His previous posts have included Monterrey, Tel Aviv, San Salavador, Quito and Nassau ... PAUL BOFINGER joined the office as an operations officer on July 9. He comes from Pretoria, where he was systems manager and, later, supervisory general services officer. He has also served as executive director of the Legal Adviser's Office, as senior post management officer in the Executive Office of the Bureau of European and Canadian Affairs, and has had assignments to Germany, Thailand, Afghanistan and Canada ... LARRY EMERY began work in the office on August 18. He is working directly with office director RICHARD N. DERTADIAN, on organization, congressional liaison and special projects. He comes from a post as deputy associate comptroller for budget and planning in the Office of the Comptroller ... Two construction engineers have converted from contract status to the Foreign Service. W. LAWSON YOUNG, who has served in temporary duty status in New Delhi and is now assigned to Washington, was inducted into the Foreign Service on August 18. His onward assignment will be to the construction project in Sanaa

BUREAU OF ADMINISTRATION—At Allowances Staff awards ceremony, front row: ***Dorothy Delahanty, Bobbie Houston, Mary Ann Griffin, Gretchen Koenig*** **(standing); Second row:** ***John Condayan, Norman Prince, Betty Stewart, Carolyn Contos, Audrey Thurman, Constance McKeon, Maude Keys, Julie Wilhelm, Abe Cheng, Erle Curtis.*** **Third row:** ***Julian Swisher, Julee Brand, Thomas Libera, David Hayden, Jerome Tolson.***

... JORGE ALBERTO CARPIO was inducted into the Foreign Service on August 4. He has served on temporary duty in Mogadishu and Calcutta, and will be going out to Tegucigalpa to manage the construction project there.

Management: The deputy assistant secretary for the Office of Foreign Buildings, Mr. Dertadian; the director for capital projects, Mr. Blackburn, and Buildings design officers WILLIAM McCOLLOUGH and PETER GURVIN participated in the final review meeting with the National Academy of Science committee on "Security of the Embassy of the Future," at Woods Hole, Mass., in June ... Mr. Dertadian met with several ambassadors during the summer, to discuss ongoing and upcoming projects at their posts: Ambassador-designate to Bangui DAVID FIELDS; Ambassadors JOHN KELLY, Lebanon; MARK PALMER, Hungary; HARVEY NELSON, Swaziland; JULIAN NIMCZYK, Czechoslovakia; ALEX WATSON, Peru; TONY QUAINTON, Kuwait; and MELVYN LEVITSKY, Bulgaria ... He also met with deputy chief of mission ARTHUR HUGHES, Tel Aviv, and consul general ALEX RATTRAY, Frankfurt ... Mr. Gerlach has briefed the following principal officers on planned capital projects at their posts: Ambassador NORMAN ANDERSON, Sudan; Ambassador JOE GHONGASSIN, Qatar; Ambassador MYLES FRECHETTE, Cameroon; Ambassador DENNIS KUX, Ivory Coast; deputy chief of mission JOHN BRIMS, Bangladesh; Ambassador ADRIAN MORSE, Tel Aviv; deputy chief of mission THEODORE KATTOUF, Sanaa; Ambassador RICHARD BOGOSIAN, Niger; Ambassador ED ROWELL, Bolivia; and Ambassador BRUNSON McKINLEY, Haiti ... The director for administration and operations, HERBERT SCHULZ, met with principal officers to discuss post rehabilitation and improvement projects. He met with Ambassadors PRINCETON LYMAN, Nigeria; HARRY BARNES, Chile; Ambassador-designate HERBERT HOROWITZ, The Gambia; ELINOR CONSTABLE, Kenya; JAMES RENTSCHELER, Guinea; and LANNON WALKER, Senegal ... Mr. Schulz also completed a lengthy factfinding tour of European posts, making stops in London, Prague, Belgrade, Frankfurt and Bonn, to discuss with heads of missions and administrative counselors Foreign Buildings' newly-established Real Estate Management Office, and improvements in the management of noncapital programs. □

Office of Language Services

Chief interpreter STEPHANIE VAN REIGERSBERG interpreted for the visit of the president of Mexico, and also traveled with the Secretary of Colombia for the presidential inauguration ... RITA BOREN assisted the Secretary at the presidential inauguration in the Dominican Republic, and ELIZA BURNHAM then took over the Secretary's visit with the president of Haiti ... DIMITRY ZARECHNAK assisted with the visit of the Soviet delegation in Washington, and also traveled to Moscow for a technical conference ... PETER AFANASENKO interpreted for Under Secretary MICHAEL ARMACOST in two days of regional talks with the Soviets ... In Geneva, DIMITRI ARENSBURGER, assisted by contractor STEVEN SEYMOUR, interpreted for a U.S. delegation headed by Department of Defense Assistant Secretary RICHARD PERLE ... VIVIAN CHANG visited the National Security Agency, where she made a special presentation, in Chinese, on diplomatic interpreting and Chinese language problems to 50 Chinese language specialists ... ZAKI ASLAN returned from a detail to the Foreign Service Institute ... MARIE TAYLOR attended the national shorthand reporters convention in Boston ... MARY BIRD completed the management development program, and ELIZABETH LICHTER attended a two-week course on sub-Saharan Africa. □

Office of Supply, Transportation and Procurement

JAMES B. LACKEY has assumed duties as director; he replaces TRUMAN E. BROWN, who has been assigned to Geneva as administrative counselor ... GEORGE JENKINS has assumed duties as chief of the Transportation Division; he replaces ROBERT MYERS, who has been assigned as chief of transportation operations ... FRANK HEARNE assumed the position as head of the New York Despatch Agency; he replaced GEORGE JENKINS, who has been assigned to Washington as chief of the Transportation Division.

Property management officer JAMES L. MURPHY visited Mexico City to consult on property management issues ... System development officer KEVIN A. HARNISCH visited the New York despatch air freight office at John F. Kennedy Airport, to resolve computer linkage problems ... STEVE WATT Miami despatch, visited Bogota, Colombia and Lima, Peru ... DOROTHY BALAGUER, Miami despatch, visited Nassau, the Bahamas; Port-au-Prince, Haiti; and Santo Domingo, Dominican Republic ... Mr. Jenkins traveled to Antwerp, Belgium, and

met with NATALE J. GIACOBBI, head of European Logistic Support Office, and to Bonn, West Germany, to meet with WILLIAM A. LEVIS, head of Bonn regional procurement supply office, to discuss transportation issues ... RUDOLPH KEIL, general services officer, Brussels, Belgium, visited the Baltimore despatch office to discuss transportation issues with PHILIP J. PUOPOLO, head of the despatch agency ... Procurement specialist FERNANDO GIRO, Panama City, in charge of shipping and customs, and LOUIS CALDERON, Caracas, Venezuela, visited the Miami despatch office ... GERALD L. WRITT, Miami despatch; FRANK HEARNE, New York despatch; and Mr. Puopolo attended a seminar on cargo preference laws, in Baltimore ... ERNESTINE BIGNY, from Brazzaville, The Congo, visited Supply, Transportation and Procurement for consultation ... CHERIE JACKSON of Supply, Transportation and Procurement, at the request of FRANK COULTER, post management officer for Brazzaville, coordinated the visit.

Attending courses in the general services class during July and August were ELIZABETH AGNEW, JAY ANANIA, NANCY COPE, ANN EVANS, CAROL FULLER, FREDERICK GREENWALT and WALTER OLTYAN. Also attending were Foreign Service national employees ALICE DINU, Bucharest; SIEGFREID FICKBOHN, Berlin; VICTOR MADEIRA, Lisbon; BORJE SUNDSTORM, Stockholm; DIETER HACUL, Munich; and DEAN FUERST, Lagos ... CONNIE HAMMOND and JONIE McFARLAND, procurement officers for Ankara, Turkey, and Belize City, Belize, respectively, visited Washington for briefings. During their visit, JOE KOZLOWSKI, chief of the Foreign Service purchasing unit, outlined procurement procedures and regulations, as well as operations of the division ... PATSY PATTEN of the purchasing unit outlined procurement support to overseas missions. □

African Affairs

Office of the Assistant Secretary: Deputy assistant secretary CHARLES W. FREEMAN Jr. briefed CORETTA SCOTT KING in Atlanta, August 19, and African ambassadors in New York, August 26.

Office of West African Affairs. New arrivals over the summer were ROB PROCTOR and RON TRIGG, desk officers, and DAVID HALSTED and ROGER McGUIRE, deputy directors.

Office of Central African Affairs: JACK AUBERT has joined the office as desk officer for Zaire ... Director EDWARD L. KILLHAM and Lieutenant Colonel CHARLES SYNDER accompanied General RICHARD LAWSON on a trip to Nigeria, Chad, Ivory Coast and Cameroon, during August.

Office of Regional Affairs: DAVID PASSAGE joined the office as director, coming from San Salvador ... RICHARD J. TIERNEY joined the office as deputy director after an assignment with the inspection corps ... JOSEPHINE SENN is a new secretary ... Mr. SYNDER, regional politico-military affairs officer, accompanied General Lawson, deputy commander-in-chief of the U.S. European Command, on a visit to Nigeria, Chad, the Ivory Coast and Cameroon, August 11–17.

FREETOWN, Sierra Leone—At awards ceremony, from left, front row: ***Nance Webber, Fanella Bangura, Monica Sawyerr, Onike Johnson,*** **Ambassador** ***Arthur Lewis, Victoria Doherty, Lucy Hamelberg, Christian Steele-Johnson.*** **Back:** ***Ernest Wilson, Mustapha Koroma, Brima Ginirolie, Allieu Musa, Christian Lucan, Felicia Edwin.***

COTONOU, Benin—At safe-driving awards ceremony, left to right: ***Remy Sossou, Remy Sodji,*** **administrative officer** ***Samuel A. Rubino, Osseni Yessoufou.***

Office of Economic Policy: WALTER A. LUNDY has taken over as director ... REBECCA VAN DOREN-SHULKIN has arrived as the new assistant commercial coordinator ... PETER W. LANDE, GARY W. MAYBARDUK, KEVIN E. HONAN and GEORGETTE GARNER have departed. □

Consular Affairs

On August 28 Assistant Secretary JOAN M. CLARK presented meritorious and cash awards to BERNARD BROOKS, JANICE CHIN, LEONARD GRAVETT, JUNE HEIL, CATHERINE McKOY, DAMON MIURA, GWENDOLYN MOORE, DOROTHY MORGAN, KENNETH NALLE, WILLIAM NOYES and STEVE SENA ... Principal deputy assistant secretary MICHAEL H. NEWLIN testified, August 11, before the Subcommittee on International Economic Policy, Oceans and Environment of the Senate Foreign Relations Committee on State's policies and procedures concerning visa refusals on foreign policy and other grounds ... Mr. Newlin traveled to West Germany, September 6, to assist other Government officers in the return of the U.S. citizens on Pan American Flight 73, who had been held hostage in Pakistan. He was accompanied by GEORGIA ROGERS, deputy director of the Citizens Emergency Center, and KATHERINE PETERSON, chief of the Latin America and Caribbean Division of Citizens Consular Services ... FRED SMITH has joined the bureau as the new staff assistant, replacing DONALD PALKE, who has transferred to the Visa Office, Advisory Opinions Division ... ADINA KAZYAK has joined the Office of Public Affairs, replacing ANGELA STOVALL, who has transferred to the Office of the Executive Director ... The Citizens Emergency Center welcomed as new employees RICHELE KELLER, from Hamilton; DAVID RABADAN, from Rotterdam, JANE BURTLYNN, from Tel Aviv; and CATHERINE BARRY, from the Cuban desk.

PETER KAESTNER, Systems Liaison and Procedure Division, Visa Office, traveled to Seoul, Taipei, Bangkok and Tokyo, in August, to provide systems training ... The Visa Office welcomed ARNOLD CAMPBELL, special assistant to the deputy assistant secretary for visa services; LAURIE JOHNSTON, to the Public Inquiries Division; FRANK BARRETT, to the Public and Diplomatic Liaison Division; RONALD ROBINSON, to the Post Liaison Division; and HATTIE TAPLEY, who has been reassigned to the Public and Diplomatic Liaison Division... JOE NOWELL of the Systems Staff has departed to assume duties in Athens ... During August, RON HARMS of the Systems Staff traveled to the Far East ... The Resource Management Division of the Executive Director's Office welcomed CARLOS CASTILLO as the branch chief of the accounting and technical services unit. Mr. Castillo was formerly with the Safford, Ariz., field office of the Bureau of Land Management, Department of the Interior.

During August 18–22, JOAN HOLUM and BILL BEARDALL, Seattle Passport Agency, attended a course on the use of the Lotus 1-2-3 software program for the IBM personal computer ... MURROW B. MORRIS has retired as regional director of the Boston Passport Agency. She had 25 years of service, and is making her home in Alexandria, Va ... LOUIS W. SHEEDY has replaced her as regional director for the Boston agency, and RALPH E. JOHNSON, formerly assistant regional director of the Stamford agency, is the new assistant regional director at Boston. □

BARCELONA, Spain—At awards ceremony, from left: consul general *Herbert E. Wilgis*, *Francisco Ladron de Guevara*, *Ana Maria Perez*, *Jorge Cerezuela*, consular section chief *Patricia L. Hall*.

East Asian and Pacific Affairs

Assistant Secretary GASTON SIGUR participated in the U.S.-Australian bilateral ministerial meetings, in San Francisco, August 8–11, with SECRETARY SHULTZ. Accompanying him were deputy assistant secretary JAMES LILLEY, special assistant RUST DEMING, Australia/New Zealand director JON GLASSMAN and director-designate STEPHEN ECTON . . . On August 27 principal deputy assistant secretary JOHN MONJO spoke at the Foreign Service Institute, to students beginning the 1986–87 training year in East Asian language and area studies . . . WILLIAM CLARK JR. took up his duties as deputy assistant secretary covering Japan and Korea, as of September 2; Mr. Clark's secretary is LORETTA HIGHT.

In the Office of Chinese Affairs, BART FLAHERTY arrived from Guangzhou to replace MORTON HOLBROOK, who transferred to the Office of the Legal Adviser, and KEN JARRETT, previously at the U.S. mission to the United Nations, succeeded RUSS SVEDA, who plans to begin Chinese language training . . . JOHN WITHERS is expected in mid-September from The Hague, replacing DAVID SHEAR, who is in Chinese language school prior to his assignment to Beijing next year . . In addition, NANCY TUCKER, an assistant professor of history at Colgate University, has joined the desk for a year as a Council on Foreign Relations fellow . . . Embassy Beijing political counselor DARRYL JOHNSON, economic counselor KENT WIEDEMANN, political/military officer MICHAEL CEURVORST, and Chengdu consul general WILLIAM THOMAS were in the Department for consultations during August.

The deputy director for economic affairs, JOAN PLAISTED, addressed the East Asian area studies course, August 21, on U.S.-China relations . . . BRUCE MALKIN joined the Office of Economic Policy, August 29 . . . ALEXANDER ALMASOV has replaced DAN HOWARD as public affairs adviser for East Asian and Pacific Affairs . . . DARIA I. NOVAK, special assistant for public affairs, spoke to the assistant principals and advanced placement government teachers of the Fairfax County public school system, on China, during their annual orientation, August 27 . . . New arrivals in the Office for Thailand and Burma Affairs are director VICTOR L. TOMSETH, deputy director MATTHEW DALEY, and country officer ROBERT LOFTIS. □

CANBERRA, Australia—Ambassador *Laurence W. Lane Jr.*, presents *Dorsee Rodkey* a certificate of appreciation for her support to the American community.

KUALA LUMPUR, Malaysia—Personnel specialist *Yow Yuen Thiam*, left, receives cash award from Ambassador *Thomas P. Shoesmith*.

Economic and Business Affairs

Assistant Secretary DOUG McMINN traveled to Sintra, Portugal, to participate in the quadripartite meeting of trade ministers. Canada, Japan and the European Community also sent representatives . . . JEFFREY N. SHANE, deputy assistant secretary for transportation affairs, traveled to London, August 26, to meet informally with British aviation authorities. He then traveled to Bonn, West Germany, August 27–29, to hold informal civil aviation talks . . . CHARLES ANGEVINE, special negotiator for transportation affairs, led a U.S. delegation to civil aviation negotiations in Seoul, August 27–29, accompanied by ROBERT GEHRING, Office of Aviation Negotiations . . . CURT STONE, Office of Aviation Programs and Policy, traveled, August 26–29, to Dublin and Shannon, Ireland, to evaluate U.S. preinspection facilities . . . ERWIN VON DEN STEINEN, director, Office of Aviation Programs and Policy, traveled to Tokyo, September 2–5, as a member of the U.S. delegation to the "Summit Seven" experts meeting on aviation security.

On September 4 ALAN P. LARSON, deputy assistant secretary-designate for international energy and resources policy, addressed the eighth Oxford energy seminar, at St. Catherine's College, Oxford, England, on the U.S. energy policy response to falling oil prices . . . He then traveled to Paris, for meetings with HELGA STEEG, executive director, International Energy Agency, and other energy officials . . . STUART ALLAN, deputy director, Office of Energy Consumer Country Affairs, also attended the Oxford seminar, September 1–12 . . . From August 18–22, MARK MOWREY, Office of Energy Consumer Country Affairs, visited South Korea with the interagency task force on nuclear exports . . . The acting deputy assistant secretary for international trade controls, ROBERT PRICE, attended consultations in London, September 7–12, to discuss East-West trade matters with the British; he was accompanied by JEFFREY HALLETT, Security Export Controls Division.

People: Employees who have entered on

duty include RALPH JOHNSON, deputy assistant secretary for trade and commercial affairs; KEITH MASKUS and NICHOLAS RIEGG, Planning and Economic Analysis Staff; JERRY STEIN, Executive Staff; CARL CUNDIFF, director, Office of Food Policy; WILLIAM RAMSAY, director, and JAMES MILNOR ROBERTS, Office of Energy Producer-Country Affairs; RICHARD MORFORD, deputy director, Office of Business Practices; LAWRENCE BENEDICT and MARIE MURRAY, Office of Monetary Affairs; WILLIAM CRANE, Office of International Commodities; JOHN HOOVER, Office of Aviation Negotiations; COLLEEN MEYER, Office of Maritime and Land Transport; JUDITH GARBER, Office of Business and Export Affairs; ROSS QUAN, Food Programs Division; THOMAS WHITE, Developing Countries and Trade Organizations Division; PHILLIP ANTO, Textiles Division; ANGUS SIMMONS and EDNA DECKER, Special Trade Activities Division. □

European and Canadian Affairs

Office of the Assistant Secretary: Following a brief consultation trip to Bonn, Assistant Secretary ROZANNE L. RIDGWAY joined the U.S. delegation, headed by former national security adviser BUD McFARLANE, attending the funeral of former Finnish President URHO KEKKONEN, in Helsinki, September 7 . . . Principal deputy assistant secretary CHARLES H. THOMAS traveled to Brussels, August 26–29, to represent the United States at a meeting of the high-level task force on conventional arms control in Europe . . . MARIE CAMPELLO, who recently returned from a tour in Prague, joined the front office as secretary to deputy assistant secretary JIM WILKINSON.

Office of Central European Affairs: FRANK BUCHHOLZ replaced WILLIAM SALISBURY on the West German desk, August 18 . . . MARGARET WALKER joined the office as secretary to the West German desk.

Office of Northern European Affairs: A number of new officers took up their duties in the office in August, including director FORD COOPER; Iceland/Ireland country officer HOWARD PERLOW; WILLIAM SALISBURY, Benelux country officer; and STEVEN CANDY, deputy Benelux country officer. The office had a number of visitors, including Ambassador S.L. NICHOLAS RUWE (Iceland), August 4–7; JEAN B. GERARD (Luxembourg), August 6–8; L. PAUL BREMER (The Netherlands), August 8; and ROCKWELL SCHNABEL (Finland), August 25–27 . . . Office director FORD COOPER and country officer DICK CHRISTENSON traveled to Helsinki, Finland, September 6, for the funeral of the former president of this nation in northern Europe.

Office of Regional Political Economic Affairs: August arrivals included office director EDWARD A. CASEY JR., replacing RALPH JOHNSON; MARSHALL CARTER-TRIPP, succeeding JUDY HEIMANN; and secretaries SABIHA STEPHENS and SHERRY BOOTH.

Office of Southern European Affairs: MARK C. LISSFELT arrived, August 18, from the U.S. mission in Berlin, to serve as the new office director, replacing WILLIAM F. ROPE . . . LUCY UNCU has replaced ANGEL RABASA, who has begun Greek language studies, in preparation for an assignment in Athens. □

PARIS, France—Participants in the Foreign Service national employee payroll and personnel conference, from left, front row: *Mike Foley, John Zobel, Henry Hurst, Siham Tawfik, Mercedes Viscarra.* Second row: *Leon Lerchbaum, Mike Gall, Bruce Morrison, Rashid Sharif, Alex Alexanian, Claude Dowling.* Third row: *Ken Thomas, Ann Hopkins, Pat Popovich, Elizabeth A. Gibbons, Jon Ottlie, Chuck Baquet.* Fourth row: *Ernie Ruehle, Steve Dingbaum, Dave Mraz, Bill Buschmeier.*

Foreign Service Institute

JOHN W. McDONALD taught a two-week course at the institute, July 14–25, on multilateral diplomacy and international organizations . . . The 1986–87 National Defense University participants are JOHN E. BENNETT, JOHN S. BOARDMAN, WILLIAM J. BURKE JR., LARRY COLBERT, DAVID N. GREENLEE, WAYNE G. GRIFFITH, ROBERT F. HOPPER, ALLEN H. KITCHENS, DAVID L. LYON.

FOREIGN SERVICE INSTITUTE—Graduates of the information systems operations training class, left to right, front row: *Barry Mark*, Monrovia; *Mary Mahoney*, Singapore; *Rose Quayee*, Monrovia; *Celio Sandate*, Guadalajara. Rear: *Ben Acton* (coordinator); *Cleo Appleton*, Prague; *Don Boissonault*, Berlin; *Diane Nolan*, Dublin; *Hazel Boone*, Port-au-Prince; *Christine Stockman*, Lagos; *Javier Dossman*, Bogota; *A. Saeed Khan*, Karachi; *Mark Wheatley* (chairman).

LANN A. MALESKY, GERALD McCULLOCH, WILLIAM D. MONTGOMERY, DAVID P. REHFUSS, DOROTHY M. SAMPAS, THOMAS G. WESTON, ROSS E. BENSON, GREGORIE W. BUJAC, ROBERT L. CAFFREY, JAMES L. CLUNAN, ROBERT W. HANSEN ... RICHARD DASHER is the director of the advanced Japanese field school in Yokohama; he will also supervise the advanced Korean field school in Seoul ... CHARLES W. CECIL is the new director of the advanced Arabic school in Tunis.

New language and cultural instructors at the Foreign Service Institute include JOAO CAMPOS and ARMINDA CAULFIELD, Portuguese; SILVANA DeLUCA; Italian; SUCHADA DOWNS, Thai; TERE GLOVER and MIRIAM RANDALL, Spanish; LUDA KOGAN and ALEXANDER USHAKOV, Russian; BALLA SIDIBE, French; and JUDITH STALPER, Dutch. □

Human Rights and Humanitarian Affairs

Assistant Secretary RICHARD SCHIFTER addressed the banquet session of the Hadassah convention, August 17, in Miami, attended by 2,500 delegates and guests, on human rights foreign policy ... On August 21 Mr. Schifter participated as the keynote speaker at a convention hosted by the Cuban American National Foundation, in Orlando; the topic was human rights in Cuba ... He participated as a panelist in the human rights Second Circuit judicial conference, September 4–6, at the Sagamore Hotel, Lake George, N.Y. ... He also participated in a conference sponsored by the Aspen Institute, at Wye Plantation, on "U.S. Human Rights Policy and the Helsinki Accords: The Road to Vienna," September 7–8. He gave media interviews, with Israeli radio, among others ... STEVEN MALONEY, human rights officer for African affairs, visited Ethiopia, August 11–20, to discuss and observe human rights problems there ... KATHERINE CHUMACHENKO joined the bureau as special assistant to the assistant secretary, and LINDA GRESHAM as staff assistant.

ROGER PILON, director of policy for the bureau, briefed a group of 25 students from Villanova University, on human rights diplomacy, in a program sponsored by the Bureau of Public Affairs ... He addressed Ukrainian American students at the White House, on the philosophical foundations of U.S. human rights policy, contrasting what he said was the theory of rights that begins with respect for the individual, as in Western democracies, with the socialist theory of society, which subordinates the individual to the group ... Later that afternoon, he addressed a group of ethnic American students on the same subject, at a Freedom Federation conference, in Sperryville, Va. ... On June 12 he spoke on the theory of rights at the University of Wisconsin-Whitewater, before 950 students from around the country and from 40 foreign countries, at a world affairs seminar sponsored by the University of Wisconsin and by Rotary International. □

Intelligence and Research

Office of Analysis for Near East and South Asia: Director GEORGE S. HARRIS chaired a seminar with University of Maryland economics professor JOHN ADAMS to discuss India's seventh five-year plan, August 20 ... Deputy director RON LORTON and analyst WALTER ANDERSEN and EMILY HODGES also participated ... ALAN MAKOVSKY, analyst for Jordan and the Palestinians, completed a five-week tour at Embassy Cairo, August 26.

Office of Analysis for East Asia and the Pacific: DENNIS HALPIN, Indo-China analyst, visited Bangkok and Udorn, August 21–September 6, where he discussed military and political developments in Cambodia and Laos with mission officers. He also visited refugee camps in Thailand. □

Inter-American Affairs

Office of Caribbean Affairs: Deputy director STUART LIPPE and Dominican desk officer DAVID ROGUS assumed onward assignments in Cuban affairs ... Haiti desk officer MIKE SHELTON was slated for Mexico City, and Suriname/Guyana desk officer JIM McHUGH for the Bureau of International Narcotics Matters ... Ambassadors-designate CAROL HALLETT (The Bahamas) and BRUNSON McKINLEY (Haiti) were in the office awaiting Senate confirmation ... Summer intern JILL ROBERTS, of Wellesley College, was presented a Meritorious Honor Award for her work on the Secretary's trip to Haiti and the Dominican Republic ... The office welcomed new deputy director STEPHEN DAWKINS, new desk officers JOHN P. FELT (Haiti), WILLIAM MOORE (Suriname and Guyana), MICHAEL STRACHAN (Dominican Republic) and new secretary CAROLYN DeVAUGHN ... Office director HAL EISNER visited the eastern Caribbean, Guyana, Suriname and the Netherlands Antilles for consultations. Mr. Felt traveled to Port-au-Prince, and Mr. Strachan to Santo Domingo, for consultations with embassy and other officials ... The ambassador to Jamaica, MICHAEL SOTIRHOS, was in on consultations and to accompany Jamaican Prime Minister EDWARD SEAGA to meetings with SECRETARY SHULTZ and other U.S. officials.

Office of Central American and Panamanian Affairs: Assistant Secretary ELLIOTT ABRAMS presented RONALD D. GODARD, deputy director of Central American affairs, the Meritorious Honor Award on August 12 ... The coordinator for Panama affairs, RICHARD R. WYROUGH, traveled to New Orleans, September 9–12, to address members of the Foreign Relations Association on "Panama: Present Realities, Future Prospects" ... He gave interviews to the local media, at the Rotary Club and the New Orleans Port Authority ... JAMES CASON, Guatemala desk officer, briefed trainees of the 31st special agent basic training program, on the functions of a country desk officer, September 10 ... He participated, September 20, in a seminar on government, for ex-Peace Corps volunteers, in

INTER-AMERICAN AFFAIRS—*Ronald D. Godard* receive Meritorious Honor Award from Assistant Secretary *Elliott Abrams*, left. With them are Mrs. *Wesley Godard* and *Karen* and *Justin Godard*.

commemoration of the corps' 25th anniversary ... New arrivals include PATRICK FITZGERALD, deputy director; DAVID RANDOLPH, regional affairs officer; JAMES CALLAHAN, senior El Salvador desk officer; KAREN DAVIS, administrative assistant; interns DAN MICHEL and VIKRAM KAPUR; VINCENT MAYER, senior Panama desk officer; and FRANKIE CALHOUN, assistant regional affairs officer.

Office of Regional Political Programs: Director P. PETER SARROS held an on-line interview with WKAR, Michigan State University, on U.S. policy toward Nicaragua ... He co-chaired, with Lieutenant Colonel CURTIS MORRIS, a conference on Latin America for 60 Latin American military officers, August 20 ... On August 27 Lieutenant Colonel JAMES B. SIVELLS conducted a seminar on U.S. policy toward Latin America, for students at the Defense Institute for Security Assistance Management, Dayton, O. ... JAMES E. LEADER reported to the office on August 25 as the bureau's senior labor adviser.

Office of Andean Affairs: The ambassador to Bolivia, EDWARD ROWELL, was in the Department, the week of August 25, to discuss U.S. follow-up to Bolivia's narcotics interdiction campaign ... The desk officer for Ecuador, MICHAEL MEIGS, traveled to Quito and Guayaquil, August 16–24, and the new desk officer for Colombia, NANCY MASON, was in Bogota, August 24–30.

U.S. Mission to the Organization of American States: Ambassador RICHARD McCORMACK traveled, at the request of the assistant secretary for international organization affairs, to Peru, Ecuador, Panama, Venezuela and Uruguay, for consultations with government officials, August 21–31 ... He was accompanied by political officer ARNOLD CHACUN ... The former deputy chief of mission in Panama, WILLIAM T. PRYCE, has become the deputy chief of mission in this office ... XENIA WILKINSON is the new political adviser ... Acting deputy chief of mission LOWELL FLEISHER left the mission at the end of August to take up a new assignment in the Inspector General's Office ... Economic adviser BRUCE MALKIN moved to the East Asian and Pacific affairs bureau's Office of Economic Policy. □

International Narcotics Matters

Assistant Secretary-designate ANN WROBLESKI traveled to Bogota, August 26–29, for consultations with embassy and Colombian officials, on the U.S. narcotics control program ... Program director CAESAR P. BERNAL traveled to Pakistan, August 26, for a review of programs ... At the request of the post, GEORGE RECACHINAS, chief, Financial Planning and Budget Division, traveled to Jamaica, to review the narcotics control program and establish financial management controls.

People: SUE PATTERSON has joined the bureau as chief of the Americas Division, Office of Program Management; her last post was Milan, Italy, where she was chief of the consular section ... ROGER MEECE has left the bureau for a one-year detail to the Office of the Vice President, National Narcotics Border Interdiction System ... JAMES McHUGH has joined the Americas Division, replacing Mr. Meece. □

GEORGETOWN, Guyana—Ambassador *Clint A. Lauderdale*, second from right, and *Patrick Moo-Joe*, ministry of trade, sign agreement providing some 25,000 metric tons of U.S. wheat for Guyanese people. Others, from left: *William Edwards*, USIA, and *David McGaffey*, deputy chief of mission.

International Organization Affairs

Assistant Secretary ALAN L. KEYES appeared on the "One On One" television show, August 17, and ABC-TV's "Nightline," August 28 ... He addressed the National Jewish Coalition, in Washington, on South Africa ... He participated in "The Inaugural Conference to Rescind UN Resolution 3379," in Los Angeles, sponsored by the World Zionist Organization ... He addressed the Causa Ministerial Alliance and the United Gospel Holiness Church, on South Africa, in Birmingham, Alabama ... LAURA GENERO, deputy assistant secretary for international social and humanitarian affairs, traveled to Vienna and the Middle East, September 2–14, for discussions with officials of the UN Relief Works Agency for Palestine. She visited agency facilities near Damascus, Amman, the occupied West Bank and the Gaza Strip ... GILBERT D. KULICK, deputy director, Office of UN Political and Multilateral Affairs, traveled to Brussels, September 12, for consultations with NATO UN Experts ... P. WESLEY KRIEBEL, director, Office of Technical and Specialized Agencies, participated in bilateral discussions at the Italian foreign ministry, September 5, relating to mechanisms to improve anti-hijacking devices for ships and ship passengers. Subsequently, he served on the U.S. delegation to the meeting of the maritime safety committee of the International Maritime Organization, in London, beginning September 8 ... NEIL A. BOYER and F. GRAY HANDLEY served on the U.S. delegation to the quadrennial Pan American Sanitary Conference, in Washington, September 22–30 ... Mr. Handley also served on the U.S. delegation to the annual meeting of the World Health Organization's regional committee for the western Pacific, in Manila, September 15–19 ... LINDA GALLINI served on the U.S. delegation to the International Atomic Energy Agency's board of governors conference, in Vienna, September 22–October 3.

People: Transfers and reassignments: MARY ANDREWS from the Bureau of European and Canadian Affairs to the Office of the Deputy Assistant Secretary for International Development and Technical Specialized Agency Affairs ... INEZ HOCKADAY from the Bureau of Oceans and International Environmental and Scientific Affairs to the Office of U.S. Budgetary Presentation and Payments ... LOIS AROIAN from Khartoum to the Office of UN Political Affairs ... MICHAEL METELITS from the Bureau for Refugee Programs to the Office of Multilateral Program Coordination ... J. ANTHONY ALLITTO from Buenos Aires to the Office of Technical Specialized Agencies ... GEOFFREY WOLFE from Ottawa to the Office of International Economic Policy ... WILLIAM STRAWN from the Office of International Conferences to the Office of International Development Assistance ... SANDRA VOGELGE-

SANG from Ottawa to the Office of the Deputy Assistant Secretary for International Development and Technical Specialized Agency Affairs ... RONALD KATES from Kingston to the Office of International Development ... SALLY HARMON from the Bureau of Inter-American Affairs to the Office of International Conference Administration ... JOHN ST. DENIS from Caracas to the Office of UN System Recruitment ... WILLIAM EATON from the Bureau of Intelligence and Research to the Office of UN Political Affairs ... JAMES WILLIAMS from the Office of UN Political Affairs to Berlin ... STEVEN CANDY from the Office of UN Political Affairs to the Bureau of European and Canadian Affairs ... ROBIN COOKE from the Office of Technical Specialized Agencies to the Bureau of Personnel ... MICHAEL PAULSON from the Office of Technical Specialized Agencies to the Bureau of Intelligence and Research ... MIGUEL DE PENA from the Office of International Economic Policy to Caracas ... SANDY REYNOLDS from the Office of International Economic Policy to the Bureau of Public Affairs ... CLARE REYNOLDS from the Office of International Economic Policy to the Executive Office of the Secretary of State. □

Legal Adviser's Office

The legal adviser, ABRAHAM SOFAER; senior staff assistant PAT SCHAUBEL; and ALAN KRECZKO, assistant legal adviser for Near Eastern and South Asian affairs, traveled to Cairo and Jerusalem, on consultation and negotiation ... MARY MOCHARY, deputy legal adviser, participated in a panel discussion on "Terrorism: The Issues Confronting a Free Society," in New York, sponsored by the American Bar Association ... Deputy legal adviser MICHAEL MATHESON and executive assistant ELIZABETH KEEFER traveled to Paris for negotiations with the French and British governments ... The assistant legal adviser for special functional problems, BRUCE RASHKOW, spoke at a conference on the Foreign Missions Act in Washington ... DAVID COLSON, the assistant legal adviser for oceans, environmental and scientific affairs, addressed the 20th annual conference of the Law of the Sea Institute, in Miami ... SCOTT HAJOST of that office traveled to New Zealand, for discussions concerning Antarctica ... PETER FLOURNOY of the office traveled to the Cook Islands, to participate in negotiations on the South Pacific regional tuna fisheries agreement ... TED BOREK, assistant legal adviser for UN affairs, participated in a meeting during the UN Security Council's consideration of Nicaragua's complaint arising from the June 27 decision of the International Court of Justice, *Nicaragua v. United States*.

People: Leaving the Office of the Legal Adviser were attorneys STEVEN CATLETT, BORIS FELDMAN, MICHAEL GLANZ, LAURA POLLARD, DAN PRICE and LAWRENCE TU, who joined private law firms; attorneys CAROLYN WILLSON, Office of UN Affairs, who was selected as the attorney-adviser at the U.S. mission to the United Nations; GEOF. LEVITT, Office of Law Enforcement and Intelligence, who began a one-year detail with the Council on Foreign Relations, in New York; and HELEN ROBINSON, Office of Special Functional Problems, who resigned from Government service to return to her home town in North Carolina ... The office welcomed as new employees special assistant MARTIN WALD, law library technician SANDRA BITLER and MOIRE MacDONALD, paralegal specialist in the Office of Law Enforcement and Intelligence ... JEAN COPE returned to the office after a one-year assignment with the Multi-National Force and Observers in the Sinai ... TERESA FRIEDRICH was selected as the secretary in the Office of Special Functional Problems ... MICHAEL RABOIN, Office of International Claims and Investment Disputes, assumed new duties as deputy agent to the Iran/U.S. Claims Tribunal ... Law students in the intern program were STEVE CORLISS, ANGELA HARRIS, ALEX JOEL, ERIKA NIJENHUIS, MARK PLOTKIN, PETER SPIRO, JANE STROMSETH and JODY TABNER. □

Management

Family Liaison Office

The following community liaison office coordinators visited the Family Liaison Office in July and August: JUDY SMITH (Gaborone), LINDSAY ANN PASTIRIK (Lagos), DIANE QUINN (Damacus), ROCHELLE GOLLUST (Jerusalem), NORA LEE (Kinshasa), KATHLYN BROWN (Jakarta), JO ANNE VAUGHN (La Paz), PETER SIEGWALD (Managua), CHERYL MULL (Warsaw), MARILYN BAKER (Moscow), RIN MUSSER (Jeddah), CATHY JONES (Riyadh), EILEEN MILAS (San Salvador), SANDY JONES (Nairobi), JILL JOHNSON (Baghdad), VICKI HIRSCH (Jakarta), MARY ANN BERRY (Monrovia), MARILYN PARKIN (Kuwait), TED DIEFFENBAKER (Sao Paulo), SHIRLEY McGEE (Lahore), QUEENIE ANDRUS (Calcutta), DEBBIE SHARPE-LUNSTEAD (Madras), DAWN JONES (Mouakchott), PHYLIS GREENFIELD (Dhaka) and JOCELYN GRANER (N'Djamena). □

Office of Foreign Missions

E. RICHARD ATKINSON, senior operations officer, and BRUCE RASHKOW, Legal Adviser's Office, at the invitation of the Office of Soviet Union Affairs, jointly addressed a range of issues, along with host country representatives, in Moscow, July 19–August 1. □

Near Eastern and South Asian Affairs

Deputy assistant secretary ROSCOE SUDDARTH met with members of the Kenna Club, in Santa Clara, Calif., August 14, to discuss peace efforts and the political situation in the Middle East ... On July 1, public affairs adviser MICHAEL AUSTRIAN met with Columbia College of Chicago journalism students, to discuss U.S.-Middle East policy issues ... Mr. Austrian and the deputy director for North African affairs, ROGER MERRICK, met, August 25, with student leaders from the Near East and North Africa, who were visiting the United States on a USIA-sponsored project. Mr. MERRICK discussed Middle East policy issues, including peace efforts and the Gulf war ... On August 6 economic adviser ROBERT KNICKERMEYER traveled to Missouri, to meet with the St. Louis Kiwanis Club. He discussed the economic climate in the Middle East ... DAN KURTZER, deputy director, Office of Egyptian Affairs, met with continuing education students from local colleges, to discuss peace efforts, August 22 ... RYAN CROCKER, deputy director, Office of Israel and Arab-Israeli Affairs, addressed the Anoka Optimist Club in Anoka, Minn., August 28. He discussed peace efforts and U.S. policy in the Middle East ... Politico-military officer JOHN BARGERON addressed an adult education group visiting the Department from area colleges, July 11 ... Israel desk officer DAVID SATTERFIELD met with students from Camp Ramah, July 14, to discuss U.S.-Israel relations ... On July 15 BRENT HARTLEY, Office of Egyptian Affairs, met with interns from the office of Congressman STEWART B. McKINNEY (R.-Conn.) to discuss U.S.-Middle East policy issues. □

NEAR EASTERN AND SOUTH ASIAN AFFAIRS—Photo shows presentation of Superior Honor Award by deputy assistant secretary *Arnold Raphel* to *Bryce (Mac) Gerlach* bureau executive director.

CHERNOBLYL WORKING GROUP—Members are awarded Meritorious Honor Awards by *John D. Negroponte*, assistant secretary for oceans and international environmental and scientific affairs, and *James Wilkinson*, deputy assistant secretary for European and Canadian affairs. Front row: *Martin Prochnik, Charles Brodine, Michael Congdon, James B. Devine, Allen L. Sessoms*, Mr. Wilkinson, Mr. Negroponte, *Richard J. Smith, Scott N. Thayer, Paul Goff, Dennis Ortblad, Burnett Pixley*. Back row: *James Bean, Max Robinson, Patricia Murphy, Gwen Beatty, Mary Ponder, Ramona Pritchett, Jonathan Schwartz, John Dooley, Charles Newstead.*

Oceans and International Environmental and Scientific Affairs

Principal deputy assistant secretary RICHARD J. SMITH traveled twice to Ottawa for consultations with Canadian officials ... MICHAEL CONGDON, Office of Energy Technology Cooperation, attended the special meeting at the International Atomic Energy Agency, in Vienna, at which Soviet authorities reported on the causes and effects of the Chernobyl accident ... MICHAEL A.G. MICHAUD, director, Office of Advanced Technology, represented the Department at a National Academy of Sciences meeting in Woods Hole, Mass., on preparations for the "International Space Year." □

Politico-Military Affairs

Assistant Secretary H. ALLEN HOLMES was in San Francisco, August 12, to participate in the U.S.-Australian bilateral ministerial meeting ... Principal deputy assistant secretary JOHN HAWES traveled to Bern, for the U.S.-Soviet bilateral discussions on chemical weapons proliferation, September 4–5. He was accompanied by Lieutenant Colonel DAVID LAMBERT, Office of Theater Military Policy ... Mr. Lambert attended the biological warfare convention review conference in Geneva, September 8–26 ... Lieutenant Colonel JOHN W. VAN de KAMP, Office of Theater Military Policy, represented the Department as deputy chief of the defense requirements survey team to the armed forces of Haiti.

People: *Arrivals:* PETE ITO has joined the staff of the assistant secretary as staff assistant ... RICHARD SOKOLSKY and ANGELA SMOAK have joined the Office of Security Analysis ... JACQUELINE MOYER has joined the Office of Strategic Technology Affairs, as secretary ... YVETTE WONG has joined the Office of International Security Policy ... JEFFREY GARRISON has joined the Office of Strategic Nuclear Policy ... LAWRENCE (HOWARD) REICHER has joined the Office of Security Assistance and Sales ... BRUCE MILLER has been assigned as faculty adviser at National Defense University ... *Departures:* GLENDA LANCASTER has departed the Office of Security Assistance and Sales ... DEBORAH WATSON resigned from the Office of Theater Military Policy ... JOSEPH HILTS has transferred to the Bureau of European and Canadian Affairs, from the Executive Office. □

Public Affairs

Office of the Assistant Secretary: Assistant Secretary BERNARD KALB accompanied the Secretary to Bogota, Colombia, for the presidential inauguration, and San Francisco, for the Australian/U.S. bilaterals, in August ... Deputy spokesman CHARLES E. REDMAN accompanied the Secretary on a trip to Haiti and Santo Domingo.

Office of the Historian: JAMES E. MILLER and DAVID S. PAINTER, Policy Studies Division, presented papers on "The United States and the Politics of Intervention, 1946–1954," at the 79th annual meeting of the Pacific Coast branch of the American Historical Association, August 15, in Honolulu ... TRACEY R. PETERSON was promoted within the office to clerk-typist, during August ... DAVID S. PATTERSON presented a paper, "Citizens' Peace Initiatives in the United States, 1865–1914," to the North American-European Consultation Peace Research in History, at Stadtschlaining, Austria, August 24–29 ... TOM NARITA arrived, September 4, as an intern, to serve as a junior historian until his departure in December. He is a political science major at Hofstra, Hempstead, N.Y. ... Presidential management intern DAVID S. YANG transferred to the Bureau for Refugee Programs.

Office of Opinion Analysis and Plans: BERNARD ROSHCO, director, attended a meeting of the American Sociological Association, August 31–September 4, and chaired a session on public opinion ... RENEE SHIFLET joined the distribution unit as an information clerk; she was transferred from the Office of the Comptroller ... MARLENE FREEMAN accepted a position in the Office of Recruitment, Examination and Employment ... META TOWNSEND transferred to the Bureau of Intelligence and Research.

Office of Public Communication: On August 25 SANDY REYNOLDS, formerly of the Bureau of International Organizations, joined the Correspondence Management Division as a clerk-typist ... MICHELLE KU, summer intern, departed, August 22, to return to Cornell.

Office of Public Programs: On August 5 SAMUEL FRY JR. arrived as the office director; his previous assignment was with the inspector general's staff ... The Regional Programs Division welcomed as new program officers DARLENE KIRK from the Press Office and IRMA LOTFABADI from the Office of Recruitment ... Secretary TANYA TURNER, formerly of the Office of the Comptroller, joined the Media Principals Division, September 3 ... JACQUELINE BOYLAN entered on duty as an intern, to serve as a junior public affairs officer until her departure in December; she attends the State University of New York, Brockport, and is pursuing a major in political science ... Three regional program officers have been promoted: EILEEN McCORMICK to GS-11, FRANK FINVER to GS-9 and NANCY STONE to GS-9 ... Mr. Finver conducted a survey tour of Pittsburgh while Ms. Stone and program officer CHRISTINE MURRAY completed area survey courses on Latin America and the Soviet Union, respectively ... Ms. Murray also participated in a public affairs conference sponsored by the Triangle Security Seminar in Asheville, N.C., and conducted a survey of that city as well as Spartanburg and Greenville, S.C. ... Ms. McCormick spent a week with Idaho ranchers as part of a Food Producers of Idaho tour. □

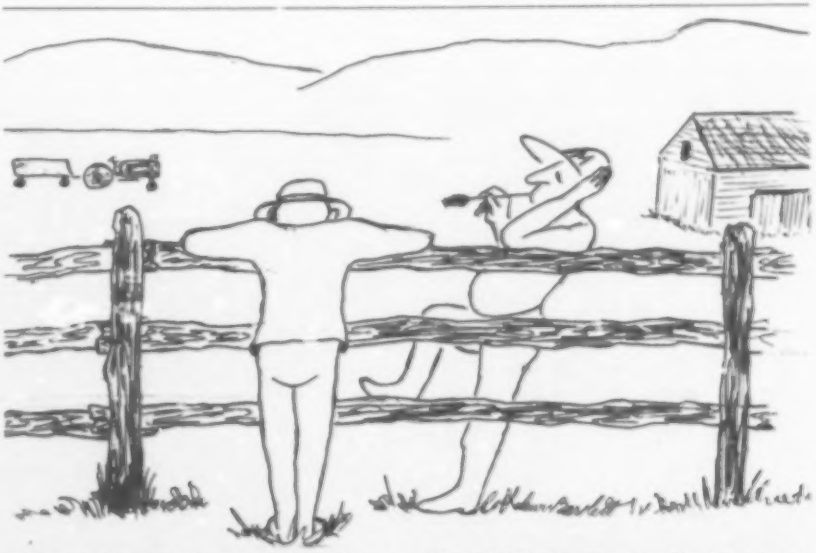
Refugee Programs

JAMES N. PURCELL JR., director since October 1982, has left the bureau to attend the Senior Seminar; senior deputy assistant secretary ROBERT L. FUNSETH was appointed acting director ... PAUL ADAMS, chief of fundraising services for the Office of the UN High Commissioner for Refugees, accompanied by MARCUS

DOLDER, the fundraising officer for North America, paid his first official visit to the bureau. Mr. Adams, formerly with the International Committee of the Red Cross, recently joined the refugee office in this capacity. In a three-day visit, he met with Mr. Funseth to discuss the current effort to restructure the UN office, and a broad range of assistance and protection activities worldwide ... Mr. Funseth chaired a workshop in New York on loan collections and procedures ... NORMAN W. RUNKLES, comptroller, and his deputy, EMILY K. KRANTZ, participated in the workshop ... GILLES PHONEUS, ROBERT G. LATIMER and LOUISE GAGNE, Canadian employment and immigration officials, also participated in the workshop, under the bureau's auspices ... Mr. Funseth met with the deputy high commissioner for refugees. ARTHUR E. DEWEY, who was accompanied by NICHOLAS VAN PRAAG, of the UN refugee office in Washington, to discuss in depth the issues of military and armed attacks on refugee camps and settlements, Ugandan refugee repatriation, refugees fleeing to and from South Africa, the report of the joint inspection unit on UN refugee activities in Africa, and refugee flows into Honduras and Costa Rica from Nicaragua ... FRANCES D. COOK, deputy assistant secretary for international refugee assistance, office directors JOHN A. BUCHE and JAMES P. KELLEY, together with MARY McCLEOD, representing the legal adviser's office for human rights and refugees, also attended the meeting ... Prior to her return to post, PATRICIA LANGFORD, consul general, Bangkok, met with Mr. Funseth to discuss refugee-related issues, including the border Khmer processing ... Mr. Funseth met with members of the Baha'i National Spiritual Assembly, to discuss Iranian and Baha'i refugee issues ... The monthly ad hoc interagency meeting, instituted by the bureau in 1982, held its 50th meeting in September ... Regular attendees include representatives from other Department bureaus and federal agencies involved in U.S. refugee programs, e.g., the Department of Health and Human Services and the Immigration and Naturalization Service ... Ambassador DEANE R. HINTON met with Mr. Funseth during his visit to the Department, to discuss the refugee situation in Pakistan ... RICHARD D. ENGLISH, deputy assistant secretary for refugee admissions, and ANN MORGAN, director, Office of Refugee Training, were also in attendance ... While in Washington, Ambassador PAUL D. WOLFOWITZ met with Mr. Funseth and bureau staff to discuss the refugee situation in Indonesia and the rest of Southeast Asia.

JOHN R. RATIGAN, director, Office of Asian Refugee Assistance, attended the UN border relief organizations' donors meeting in New York ... JUDITH J. CHAVCHAVADZE, deputy director, Office of European, Near Eastern and Latin American Refugee Assistance, consulted with and performed onsite visits to UN Relief Works Agency programs in Syria, Jordan and Israel, and United Israel Appeal programs in Israel ... DONALD M. KRUMM, director, Office of Emergency Operations, delivered an address at the Interaction Forum, in New York, on refugee problems in South Africa and Southern Sudan. Mr. Krumm discussed the status of the bureau and the Centers for Disease Control interagency agreement, and the upcoming needs for the center's personnel in Atlanta, Ga ... SHEPPIE G. ABRAMOWITZ, program officer, Office of Emergency Operations, participated in the State Refugee Program Council meeting, in Greensboro, to discuss the Montagnard resettlement ... ANN MORGAN, director, Office of Refugee Training, accompanied by EDWARD W. GEIBEL, program officer, attended meetings on English-as-a-second language and cultural orientation, held by the Experiment in International Living Consortium ... THOMAS P. DOUBLEDAY JR., chief, Office of Regulations and Correspondence, served as a member of the U.S. delegation to Hanoi, for technical discussions with Vietnam on the Orderly Departure Program... KAREN E. MARTIN, refugee officer, Office of Refugee Admissions, reviewed refugee processing with Immigration and Naturalization Service officers and voluntary agencies representatives in Frankfurt, Vienna, Rome, Geneva and London ... THERESA L. RUSCH, program officer, Office of Reception and Placement, with JAMES P. KELLEY, director, Office of International Refugee Organizations, monitored voluntary agency contract performance in various cities in Wisconsin ... MARVIN WEIDNER, Iowa state refugee coordinator, visited the bureau and met with Mr. Funseth, RICHARD D. ENGLISH, deputy assistant secretary for refugee admissions, and program officers ... JAMES F. LAWRENCE, executive director, attended a meeting with the staff of the Refugee Data Center in New York ... DAVID M. WALKER, refugee coordinator, Kuala Lumpur, was in the bureau for consultations ... LEE M. PETERS, refugee coordinator, Islamabad, consulted with bureau personnel and, in Europe, with staff of the World Food Program, UN refugee office, the International Committee of the Red Cross and the League of International Red Cross, while en route to his new post in Pakistan ... THOMAS B. KILLEEN consulted with bureau and international organization officials in Washington and Geneva, in preparation for his new assignment as refugee coordinator, Mogadishu ... DENNIS W. IMWOLD assumed his duties as refugee officer, Singapore; JONATHAN C. MAYHEW, JOHN M. JONES and STEPHEN A. EDSON, as refugee officers, Bangkok.

People: Recently joining the bureau were FRANCES D. COOK, deputy assistant secretary for international refugee assistance; CHERYL A. MARTIN, staff assistant; THOMAS P. DOUBLEDAY JR., chief, Office of Regulations and Correspondence; DAVID BLOCH, chief, Office of Refugee Admissions; PAULA R. LYNCH, program officer, Office of Policy and Program Coordination; FRANCES R. CULPEPPER, program officer, Office of Asian Refugee Assistance; RICHARD J. REDMOND, director, and YVONNE F. THAYER, program officer, Office of European, Near Eastern and Latin American Refugee Assistance; CAROLYN H. McKENZIE, systems administrator, Office of the Executive Director ... JOHN A. BUCHE, formerly director, Office of European, Near Eastern and Latin American Refugee Assistance, has assumed new duties as senior assistant to the bureau director. ■



"I hear tell the State Department is sending Melvin's boy Huey to China."

"Melvin's a lucky man. First the Government pays him not to grow corn, then it helps him get rid of that fool kid of his."

Current Publications

Public affairs bureau lists offerings

Following is a list of current publications released by the Bureau of Public Affairs, of interest to those who wish to follow certain issues closely, or who write and/or give speeches on foreign policy.

The publications are available in the Department of State library in Washington and in the post libraries overseas. Free, single copies may be obtained from the Public Information Service, Bureau of Public Affairs, Department of State, Washington, D.C. 20520. Telephone: (202) 647-6575-6.

President Reagan

"SDI: Progress and Promise," briefing on the strategic defense initiative, Washington, August 6 (Current Policy No. 858).

Africa

"Does South Africa Have a Future?" Alan L. Keyes, assistant secretary for international organization affairs, National Urban League's annual conference, San Francisco, July 21 (Current Policy No. 857).

Arms control

"Arms Control: Turning the Corner?" Kenneth L. Adelman, director of the U.S. Arms Control and Disarmament Agency, American Bar Association's annual meeting, New York, August 12 (Current Policy No. 861).

"Interim Restraint Policy: U.S. and Soviet Force Projections," August 1986 (Special Report 151).

"U.S. Policy Regarding Limitations on Nuclear Testing," August 1986 (Special Report No. 150).

Department of State

"The Foreign Affairs Budget," John C. Whitehead, deputy secretary of state, press briefing in Washington, August 11 (Current Policy No. 860).

Human rights

"20th Semiannual Report: Implementations of Helsinki Final Act, October 1, 1985–April 1, 1986," August 1986 (Special Report No. 146).

Inter-American affairs

"Obstacles to Investment and Economic Growth in Latin America," Richard T. McCormack, ambassador to the Organization of American States, second Conference of the Great Cities of the Americas, San Juan, Puerto Rico, June 20 (Current Policy No. 862).

International narcotics matters

"U.S. International Narcotics Control Programs and Policies," John C. Whitehead, deputy secretary of state, Subcommittee on Foreign Operations, Senate Appropriations Committee, August 14 (Current Policy No. 863).

Science and technology

"Who Will Protect Freedom of the Seas?" John D. Negroponte, assistant secretary for oceans and international environmental and scientific affairs, Law of the Sea Institute, Miami, July 21 (Current Policy No. 855).

Terrorism

"Economic Sanctions to Combat International Terrorism," July 1986 (Special Report No. 149).

GIST

Africa: U.S. policy (8/86).
Meaning of sanctions and countersanctions for South Africa's neighbors (8/86).
U.S.-China science and technology exchange (8/86).
U.S. pressures on South Africa (8/86).
Year of the locust in Africa (8/86).

Background Notes

Afghanistan (7/86).
Argentina (6/86).
Sierra Leone (7/86).
Tanzania (7/86). □

New 'Foreign Relations' volume is published

The Department has released "Foreign Relations of the United States, 1955–1957, Volume IV, Western European Security and Integration." This volume contains compilations of U.S. participation in NATO, on European integration (the origins of the Common Market) and on meetings of the European chiefs of mission.

The volume was prepared in the Office of the Historian, Bureau of Public Affairs. Copies (Department of State Publication No. 9453, GPO Stock No. 044-00-02119-6) may be purchased for $30 (domestic postpaid) from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Checks or money orders should be made out to the Superintendent of Documents.

The Office of the Historian has prepared a brief summary of the volume. For information, contact John P. Glennon (202) 663-1144 or Charles S. Sampson (202) 663-1134 in the Office of the Historian. ■

Architect's rendering of the U.S. chancery under construction in Dhaka, Bangladesh. (Story on Page 18.)

OBITUARIES

Ernest C. Grigg III, 47, officer-in-charge of international women's programs in the Bureau of International Organization Affairs, died of an aneurism on August 11 at Washington Adventist Hospital.

Mr. Grigg

Mr. Grigg worked closely with the UN Commission on the Status of Women, and with the U.S. representative to the commission, Maureen Reagan. He was political adviser to the U.S. delegation to the July 1978 Nairobi conference which ended the UN women's decade. In addition to meetings related to women's issues, he participated in the U.S. delegations to conferences on the law of the sea and of the Inter-Parliamentary Union. He received the Meritorious Honor Award in 1973.

A native of New York and a graduate of Fordham, Mr. Grigg was employed as a public relations officer for Chase Manhattan Bank, 1960–64. He joined the Department in 1964 as an adviser on political and security affairs at the United Nations, and served as political officer in Lagos, Kinshasa and Brussels. He returned to Washington in 1981 as a political adviser in the Bureau of International Organization Affairs' Office of Multilateral Policy and Coordination, and later served in the Office of UN Political and Multilateral Affairs.

Survivors include his wife, two daughters, a son and his parents. □

Jerald E. Goslin, 58, a budget and fiscal officer who served in Mexico City before retiring in 1982, died on August 23.

Mr. Goslin served as a budget and management officer in Guatemala, 1976–81. He was a budget and fiscal officer in Montevideo, Port-au-Prince, Guatemala City, Baghdad and Tunis. Earlier in his career, which began in 1952, he was an accounting clerk in Athens, then an assistant disbursement officer in Moscow. From 1973–75, he was assigned to the Executive Secretariat.

Mr. Goslin was born in Springville, Neb. Survivors include his wife. □

Emmett O'Brien, 45, a communications electronics officer in the Office of Communications Operations, died of cancer at his home on August 26.

Mr. O'Brien

Born in Yonkers, N.Y., Mr. O'Brien worked there as a lab technician, 1959–61. After serving in the Air Force for four years, he joined the Department in 1965. He was a communications technician in Brasilia, Karachi and Islamabad. His assignments in the Office of Communications included the Engineering and Technical Division, the Communication Programs and Engineering Division, the Communication Security Division and the Communications Training Division.

Survivors include his wife and a son. □

Patricia A. Vavrecka, 48, a communications program officer in Durban since 1983, died there on September 7 after surgery for a brain aneurysm at St. Augustine's Hospital.

Ms. Vavrecka

Assignments during her 22-year career included Rome and Port-of-Spain as a communications clerk; Paris, Tokyo and Nicosia as a communications and records assistant; Geneva as a support communications officer; and Accra and Rome as a communications and records officer. She served in the Office of Communications, 1974–76.

Born in Sugar Land, Tex., Ms. Vavrecka attended the University of Texas and worked as a clerk for an oil and refining company in Houston. Survivors include her brother and three sisters. □

Richard L. Sneider, 64, a career minister who was ambassador to Korea from 1974 until he retired in 1978, died on August 15.

Mr. Sneider

Mr. Sneider served in Tokyo as first secretary and consul, 1954–58; as special assistant to the minister for Okinawan affairs, 1969–70; and as deputy chief of mission, 1970–72. He was officer-in-charge of Japanese affairs, 1958–60. Assigned to East Asian and Pacific affairs, 1965–69, he was a public affairs adviser, then country director for Japan. In 1969, he was a senior staff officer on the National Security Council. Other assignments during his 30-year career were to the Bureau of Intelligence and Research, 1951–52; the Bureau of International Organization Affairs, 1952–54; National War College, 1961–62; and to Karachi as political counselor, 1962–65. He received Superior Honor Awards in 1970 and 1972.

Born in New York, Mr. Sneider was graduated from Brown and earned a master's at Columbia. From 1943–46, he served in the Army. Survivors include his wife, two sons and a daughter. □

Roland A. J. Berardo, 65, a Foreign Service officer who served at several European posts before retiring in 1971, died on July 27 at Deaconess Hospital in Boston.

Joining State as a personnel officer in 1954, Mr. Berardo was a disbursement officer in Madrid, an economic/commercial officer in Dublin and Milan, and a trade and promotional officer in London.

After retiring, he worked for a bank in Providence, then for a manufacturing firm in Norwich, Conn. Active in local politics, he was a former chairman of the Democratic party in his hometown, Westerly, R.I.

Mr. Berardo was graduated from American University in 1951. He was employed by the Department of Labor, 1951–53, and the Army Map Service, 1953–55. Survivors include his wife, a son, two grandsons, two sisters and three brothers. □

Charles R. Burrows, 76, a Latin American specialist who was ambassador to Honduras, 1960–65, died after a heart attack, at Sibley Memorial Hospital on September 6.

Mr. Burrows

Joining the Foreign Service in 1939, he served in Havana as consular officer, in La Paz as economic/political officer, in Buenos Aires and Ciudad Trujillo as political officer, in Mexico as counselor and in Manila and Caracas as deputy chief of mission and minister-counselor. Department assignments included those of deputy director of the Office of Regional American Affairs, director of the Office of Central American Affairs, and country director for Central America. From 1952–53, he was detailed to the National War College. After retiring in 1967, he worked as a consultant.

Mr. Burrows was born in Detroit. A graduate of Otterbein, he earned a master's at New York University. He was employed by the Department of Agriculture, 1934–39. Survivors include his wife, a son, a daughter and two grandchildren. □

Doreen Re[illegible]ds, 78, a secretary who was assigned to the Bureau of Inter-American Affairs during most of her career, died of a heart ailment at her home on August 14.

Joining State in 1944, Ms. Reynolds worked for the Foreign Economic Administration and the Office of Foreign Buildings before transferring to Inter-American Affairs in 1961. She was a senior secretary in the Office of Cuban Affairs during the Cuban missile crisis, and was secretary to the deputy U.S. representative to the Organization of American States. Ms. Reynolds also assisted during the Panama Canal negotiations in Punta Del Este, the law of the sea conferences and the Conference for Security and Cooperation in Europe. She retired in 1977.

Ms. Reynolds was born in Shanghai, China. During World War II, she was a secretary and personal assistant to General Chennault, who organized the Flying Tigers in China. Survivors include a niece and nephew. Contributions are suggested to the Doreen Reynolds Memorial Fund, Blessed Sacrament Church, 1707 W. Braddock Road, Alexandria, Va. 22302. □

Richard Hays Hawkins Jr., 73, who was consul general and principal officer in Montreal from 1964 until he retired in 1970, died of cancer at George Washington University Hospital on September 12.

Mr. Hawkins was deputy chief of mission in Jidda, 1959–62, counselor for political affairs in Madrid, 1957–59, and principal officer in Bilbao, 1954–56. Earlier in his 31-year career, he served in Vancouver, Brisbane and Sydney as consular officer, in Lima as political officer, and in Singapore as executive officer. From 1962–64 he attended the Senior Seminar in Foreign Policy.

Mr. Hawkins was born in Pennsylvania. He was graduated from Yale in 1934. Survivors include his wife, a son, a daughter, a stepbrother and seven grandchildren. □

Sarah Rucker Squires, 73, a supervisory passport examiner who retired in 1972, died of Parkinson's disease at the Thomas House Baptist Home on July 12.

Assigned to the Passport Office during most of her career, Ms. Squires worked in several branches, including adjudication, field operations and special services, as well as the Boston field office.

Ms. Squires was born in Appomattox County, Va. Survivors include her husband. □

Philip J. Balestrieri, 67 a consular officer who joined the Department after a 21-year career in the Air Force, died on August 10.

Mr. Balestrieri served in the Air Force from 1941 until 1962, when he joined State's Visa Office. He converted to the Foreign Service in 1972 and was assigned to Rome as a consular officer in 1974. Before retiring in 1979, he worked in the Bureau of European Affairs.

Mr. Balestrieri was a graduate of Syracuse University in New York State. Survivors include his wife, a son and a daughter. □

Claude W. Courand, 84, a former Foreign Service officer and Department of Commerce official who served on U.S. delegations to several inter-American conferences, died of cancer on August 16 at Georgetown University Hospital.

Mr. Courand

A member of the Foreign Service, 1947–55, he was first secretary and consular officer in Rio de Janeiro, first secretary with the personal rank of minister in Lima, and counselor in Santiago. From 1960–70, he was director of the American Republics Division of the Bureau of International Commerce, Commerce Department.

Mr. Courand was director of the U.S. resources and trade development mission to Peru and Ecuador in 1961, and the U.S. trade mission to Brazil in 1967. As a member of U.S. delegations, he participated in conferences that included the UN Economic Commission for Latin America, in Caracas,

1967, and the Inter-American Economic and Social Council conferences on the Alliance for Progress in Mexico City, Lima, Buenos Aires, Port-of-Spain, Washington and Caracas.

Born in Castroville, Tex., Mr. Courand attended the University of Texas law school after graduating from Catholic University in 1923. He worked in private industry for 18 years, then became a representative for the Board of Economic Warfare in 1942. Survivors include his wife, a son, a daughter, two stepsons, five grandchildren and four step-grandchildren. □

Georgette Subt, 66, a Foreign Service secretary who retired in 1979, died on June 26.

Joining the Service in 1955, Ms. Subt served in Ankara, New Delhi and Paris. She was assigned to the Bureau of International Organization Affairs, 1971–73, and to the Bureau of Near Eastern and South Asian Affairs, 1967–71 and 1960–62.

Ms. Subt was born in Miami, Fla. There are no known survivors. □

Helen B. Wilson, 76, a personnel officer who served in Ankara, Rome, Rangoon, Bangkok and Athens, died on May 23. After a Department assignment as a personnel staffing specialist, she retired in 1967.

Born in Nebraska, Ms. Wilson was graduated from the University of Nebraska in 1932. She worked as a secretary for federal relief agencies, 1933–37, and as an underwriter for an insurance company from 1938 until joining the Foreign Service in 1945. There are no known survivors. □

Ralph Humphreys Stimson, 87, who was chief of the external research branch in the Bureau of Intelligence and Research before retiring in 1966, died at Fairfax Hospital on July 8.

Joining the Department in 1937, Mr. Stimson was a research associate in the Division of Exports and the Commodities Division. In 1946 he became a research analyst in the Division of Economic Security Controls. Subsequent assignments were to the Intelligence Coordination Division as an intelligence programs officer, and to the Office of Intelligence Research as an intelligence research specialist.

A native of Ohio and graduate of Ohio State, Mr. Stimson earned a master's at Harvard and a Ph.D. at the University of Illinois. He was a Social Sciences Research Council fellow in Europe, 1930–31, and worked at Ohio State and Vermont Universities and the University of Illinois. During 1918 he served in the Army. Survivors include his wife and a brother. □

Lucille S. Davis, 70, a Foreign Service secretary who retired in 1976, died on August 14. She had served in Hong Kong, Adana, Lome and The Hague. Survivors include two sons. □

Laura Binns Flippin, 85, who was a foreign affairs analyst in the Visa Office when she retired in 1968, died on May 6 at her home in Washington.

Ms. Flippin joined the Department in 1942. During her 26-year career, she worked, too, in the correspondence section of the Executive Secretariat. Survivors include a son, a daughter, two grandsons and a great-grandson. □

Elena Fenoaltea Anderson, 56, the wife of retired Ambassador Robert Anderson, died of leukemia at Georgetown University Hospital on June 4. Mrs. Anderson had accompanied her husband on assignments in Thailand, India, France, Benin, Morocco, the Dominican Republic and Washington.

Born in Rome, Italy, Ms. Anderson met her husband in Nanking when her father was Italian ambassador to China after World War II. Besides her husband, she leaves two daughters; a son; her father, Sergio Fenoaltea, who was the Italian ambassador to the United States during the 1960s; a sister; a brother; and a grandchild. ■

SEOUL, Korea—Vice minister *Lee Sang Ock* signs condolence book in the embassy lobby in memory of former Ambassador Richard L. Sneider. Ambassador *Richard L. Walker* is with him.

Library Booklist

Canada

Books are in the Department Library

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State

The Newsletter United States Department of State November 1986

A Step Forward for Secretaries

S1.118:

READEX FICHE best copy available

THE COVER—These three women are in new roles for secretaries, guiding other secretaries. From left: *Joan Anderson, Margaret Velarde, Patricia Mallon*. Three other secretaries have been promoted to FP–3. See story on Page 2. *(Photo by Robert E. Kaiser).*

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Letters to the Editor

On giving blood

MCLEAN, VA.

DEAR SIR:

As a regular donor to the Red Cross blood bank for many years, I was well aware of the fact that taking malarial suppressants would make me ineligible to donate blood for three years after I stopped taking the suppressants. However, I learned through a small announcement in STATE in 1984 that the Red Cross Center at E and 21 Streets was eager to have "ineligible" donors like me for its research program.

When I gave blood on September 17 during the recent Bloodmobile visit to the Department (when I was able to return to the regular blood donation program), I ran into two people who were unaware of the research program and would have very much liked to have known about it, since they would have wanted to participate.

Any of your readers interested in donating blood to the research program should telephone 728-6568.

Sincerely,
THERESA A. HEALY □

'March to Illiteracy'

VICKSBURG, MISS.

DEAR SIR:

I should like to make a clear, concise, courteous and correct, but *not complete*, comment with regard to Larry R. Brooks' letter in STATE (August-September). Mr. Brooks said the "real problem" is that "most Americans are terrible writers." He also stated that "some predict that the use of 'whom' as an objective case will completely die out in 100 years or so."

I am inclined to agree with both of these statements but, if they are true, could that fact be attributed, at least to some extent, to the method of teaching which Mr. Brooks seems to advocate? Also, could such a method of teaching be a contributing factor to the rapid acceleration of society's march to a state

—(Continued on Page 65)

Editor Sanford (Whitey) Watzman
Associate editor Barnett B. Lester
Staff writer Donna Gigliotti
Staff assistant Arlene Stratton □

STATE magazine (ISNN 0441-7629) (formerly the Department of State NEWSLETTER) is published by the U.S. Department of State, 2201 C Street N.W., Washington, D.C. 20520, to acquaint its officers and employees, at home and abroad, with developments of interest that may affect operations or personnel.

There are 11 monthly issues (none in August). Deadline for submitting material for publication usually is the 10th of each month. Contributions (consisting of general information, articles, poems, photographs, art work) are welcome. *Double-space* on typewriter, spelling out job titles, names of offices and programs—*acronyms are not acceptable.*

Black-and-white, glossy-print photos reproduce best. Each photo needs a caption, double-spaced, identifying all persons left to right. Send contributions to STATE magazine, DGP/PA, Room B-266. The office telephone numbers are (202) 647-2019,-1648 and -1743.

Although primarily intended for internal communications, STATE is available to the public through the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Second-class postage paid at Washington, D.C., and additional mailing offices. POSTMASTER: Send address changes to PA/OAP, Room 5815A, Department of State, Washington, D.C. 20520. □

News Highlights

3 Foreign Service secretaries are promoted to FP-3

Counseling, recruitment of secretaries to be done by peers

THREE SECRETARIES have been promoted to FP-3 in recognition of their "long and distinguished careers" as the Department moved to institute reforms in the way secretaries are regarded in the Foreign Service. As part of this effort, two career secretaries have been assigned to the staff of the Secretarial Division in the Office of Foreign Service Career Development and Assignments, and one has been assigned to the Department's Office of Recruitment, Examination and Employment.

The three who were promoted, on the recommendation of a selection board, are Alice (Julie) Holmes, the ambassador's secretary in Kuala Lumpur, Malaysia; Mary Ann McKeown, the ambassador's secretary in Tunis, Tunisia; and Marian I. (Sue) Potter, secretary to the principal officer at the consulate general in Toronto, Canada.

In a cable to the field, Under Secretary Ronald I. Spiers had said: "From 5 to 10 FP-3 positions will be established, to be filled by Foreign Service secretaries. A corresponding number of promotion opportunities at that level will be generated. I see these positions as similar in their relationship to the secretarial corps as career minister positions are to the officer ranks."

The new career counselors for secretaries are Patricia Mallon and Margaret Velarde. Joan Anderson is in the recruitment office. All three are mainstays in the secretarial ranks, with valued service at a number of posts abroad as well as in the United States. Their last permanent assignments before taking over their current responsibilities were in the Office of the Program Inspector General.

First since '81

As FP-3s, Ms. Holmes, Ms. McKeown and Ms. Potter will be in the 14-step pay band that starts at $34,315 per year and rises to $50,393. There have been other career secretaries at that pay level, with three of them still on the active list. However, none had been promoted to that rank since 1981. For the last five years, FP-4 ($27,806 to $40,834) has been as high as a secretary could go. Most of the secretaries hired today come in as FP-8s ($16,097 to $17,590).

Ms. Holmes

Ms. McKeown

Ms. Holmes, who is from Michigan, entered the Foreign Service in 1956. She speaks French, Spanish and Portuguese. She has served as a secretary to ambassadors for the past 21 years—in Tegucigalpa, the Bureau of International Organization Affairs, Vientiane (twice), Quito, Brasilia and Dhaka. She has also served in Santiago. Ms. Holmes has received two Meritorious Honor Awards, meritorious step increases and a cash award for performance.

Ms. McKeown, who comes from Illinois, joined the Foreign Service in 1951. She speaks French. She has served as ambassador's secretary in Colombo, Libreville, Tehran (twice), Pretoria/Cape Town, Paris (both in the embassy and at the U.S. mission to the Organization for Economic Cooperation and Development), Cairo and Moscow. She has received a meritorious step increase for performance.

Ms. Potter, an Ohioan, entered the Foreign Service in 1960. She speaks French. She has served as a secretary to ambassadors in Bucharest and Dakar, and as secretary to deputy chiefs of mission in Bucharest, Monrovia and Bonn. Other assignments included Dar-es-Salaam, Bangkok, Berlin, Munich and Rabat. She was awarded a meritorious step increase in 1984.

'No easy answers'

The reforms stem from decisions made by State's Management Council, headed by Mr. Spiers, and are based on recommendations made to the council by a special secretarial task force which, in its final report, described its effort as "long and very difficult," in the course of which the members found "no easy answers, no 'magic' solutions." The cable from Mr. Spiers outlining the council's decisions also said, among other things, that bidding procedures would be changed to permit secretaries to bid for Washington as-

Ms. Potter

signments on their second tours, that there would be "continued support of programs which provide movement from the secretarial/communications and other areas into other fields" and that a review would be made of the impact of automation on secretarial positions and job structure.

The under secretary said: "As all other categories of employees have been doing for some time, secretaries will do career counseling for themselves. It is management's intention that the Secretarial Division in the Office of Foreign Service Career Development and Assignments progressively be staffed entirely by secretaries." He added, as to recruitment: "Secretaries will enter the Foreign Service through the oral assessment process at the Board of Examiners. Secretaries will be assigned to the board to serve on these panels."

While there have been other career secretaries from time to time in the counseling and assignments office as well as the recruitment office, the new element, according to Mary Faye Tretola, who heads the Secretarial Division where Ms. Mallon and Ms. Velarde work, is that the two came on board in the office specifically as secretaries, and presumably they will go on to another secretarial posting—though, of course, another type of assignment is not foreclosed.

'Makes sense'

In an interview with STATE, Ms. Mallon said of her new position: "Having a secretary counseling other secretaries makes sense because we have a current feel for what secretaries are doing today and the problems that they face. Others in the Foreign Service have always been counseled by their peers, and now we will have that as well. I've always enjoyed being a secretary." Ms. Mallon joined the Foreign Service in 1966 and has served in the Middle East, the Far East and Europe. She was an ambassador's secretary in Lisbon and, in her last assignment, was secretary to the program inspector general of the Department.

Ms. Velarde told STATE: "I think having a secretary doing what I'm doing is a splendid idea. I think one secretary, having been out there herself, will have a better understanding of the problems and aspirations of another secretary. I could see this when I was the secretarial inspector, and in that capacity I got to know quite a bit about secretaries' jobs at different posts. In this position now, to give you an example, I counseled another secretary who felt she was being underutilized, and not being challenged, because of the computerization at the post where she's assigned. From my own experience and observations, I was able to give her some helpful hints. I pointed out, for instance, that she could accomplish something important by putting into her Wang things like the ambassador's guest lists, with information on the people on the list, such as, say, their dietary restrictions. I also suggested she could keep a log of telegrams on the Wang, making sure that each cable was followed up and answered, and that she could keep current the contact lists of the various officers. These are things that other secretaries have done, to the advantage of the post and to their own advantage." Ms. Velarde entered the Foreign Service in 1965, and has been in Geneva, La Paz, Bombay, Damascus, Oslo, Singapore and Budapest, as well as in the Department. She left State to become secretary to the late Senator Jacob Javits (R.-N.Y.), then returned to the Foreign Service.

In the recruitment office, Ms. Anderson said: "My predecessor here was a very competent Civil Service person, but I think it's fair to say that a Foreign Service secretary would have an advantage in dealing with others who want to become Foreign Service secretaries because the secretarial function at an overseas post bears no resemblance, really, to any secretarial job in the United States. I think I'm in a good position to answer whatever questions an applicant might have because I've been out there myself." As Ms. Anderson said in an article that she wrote recently for The Secretary magazine: "This is not a 9-to-5 job—you represent the United States 24 hours a day." She joined the Foreign Service in 1965 and has had postings in Yaounde, Geneva, Port-au-Prince, Manila, Florence, Rabat and the Bureau of International Organization Affairs.

New standards

Ms. Anderson has been working with others in the recruitment office to set up what is to be known as an interview/assessment process for secretarial applicants. Heretofore, many secretaries have been hired on the basis of written applications and perhaps telephone conversations and other such contacts. In another innovation, applicants will be required to submit two to three-page narrative autobiographies with their applications, in which they

would comment on their experience and their interest in joining the Foreign Service.

The interview panels, Ms. Anderson said, will consist of two Board of Examiners officers plus a career secretary. She pointed out, too, that qualifying standards for typing and dictation have been raised. The minimum typing speed now is 60 words per minute with no more than three errors, while for shorthand it is 80 words per minute with no more than five errors.

The secretarial task force was headed by Myra Shiplett, then in the Bureau of Personnel, now in the Bureau of Consular Affairs. Its members were Margaret H. Arcement, Robert W. Becker, Jessie M. Colson, John Condayan, Shirley Davis, Elizabeth Gibbons, Barry J. Kefauver, Theresa A. Manly, Anita McClain, Maria C. Melchiorre, Kathleen Milne, Gwen Petitjean, Joyce I. Thomas and Sandra Y. Ulmer. Among those who assisted the task force over its lifetime were Rosella R. Berger, Stephen M. Block, Herman J. Cohen, Alex De La Graza, Anthea de Rouville, Kathryn J. Groot, Ann Johnson, Dan Liddel and John Sprott. □

Spiers: Foreign Service needs more blacks

An inadequate number of black officers in the Foreign Service, particularly at the senior levels, is a "major problem" of the Service and must be addressed not "for cosmetic reasons" but because "we cannot represent our country overseas if we do not reflect our society at home," Under Secretary Ronald I. Spiers said recently. He spoke at a foreign affairs workshop in Washington sponsored by the Congressional Black Caucus. "This has been a matter of substantial concern to me," State's management chief said. "The director general of the Foreign Service and I consider making further improvements in the proportion of minorities and women in the Foreign Service one of our highest priorities."

Reviewing trends in recent years, he said: "Ten years ago there were barely 100 black Foreign Service officers. Today there are about 250. Since the mid–70's about one-tenth of our new FSOs have been blacks. Blacks are now about 6% of the FSO corps, and I'm told this is approximately the percentage of blacks in the college-educated workforce. I would like to see an increase in this proportion without departing from the principles which have made the Foreign Service one of our quality institutions. These aims are not incompatible.

Director general *George S. Vest* with *Louise L. Hoxie*, president of the Public Members Association, which helps staff selection boards. Mr. Vest addressed the organization at the Foreign Service Club on October 8. *(Photo by Ann Thomas)*

"The other, equally difficult half of our task, however, is to find ways to encourage the retention of black officers who are already on board, and to encourage their advancement along with their colleagues to the middle and senior ranks. In an 'up or out' system this takes time. The paucity of senior officers reflects recruitment patterns of 25 years ago. Today only 9 of our 627 members of the Senior Foreign Service are black. However, all but two of these officers are currently serving or have recently served as ambassadors. I find it encouraging that three more blacks, including the first black woman, were among the 68 new promotees to the Senior Foreign Service on the list that is now awaiting congressional approval. While these 12 comprise only just under 2% of our senior officers. 6.6% of our middle and 7.8% of our junior officers are black.

Not 'paranoia'

"I'm nevertheless concerned about the flow of recent entrants up through the system in order to increase the proportion of blacks at the senior levels. In that regard. I'm aware of the perception among many of our black colleagues that there is systemic discrimination against them in the Foreign Service. This alleged discrimination is hard to identify. But its existence is maintained by too many of my black colleagues whose judgment I respect for me to dismiss it as paranoia or as not having any foundation. I can assure you that where such discrimination is found, it will be dealt with ruthlessly.

"This is a matter to which I have devoted substantial thought, and I'm convinced that the most fertile ground for further improvement lies in our recruitment and assignment practices. We need an active and aggressive recruiting program aimed at convincing qualified blacks that the Foreign Service is a career that should interest them. We've recently launched a more targeted recruiting effort. This is a significant break with the traditional view that the Foreign Service is in a 'buyer's market,' able to lean back and simply let the applications flow in. As a result, our recruitment of black officers has begun to rebound in 1986, after two disappointing years in 1984 and 1985. We're doing more to reach out to historically black colleges and universities, and to black college students in general. The results are most encouraging. We hired more black officers this year than last, and the number of black applicants to the Foreign Service is at an all-time high.

Wanted: 'role models'

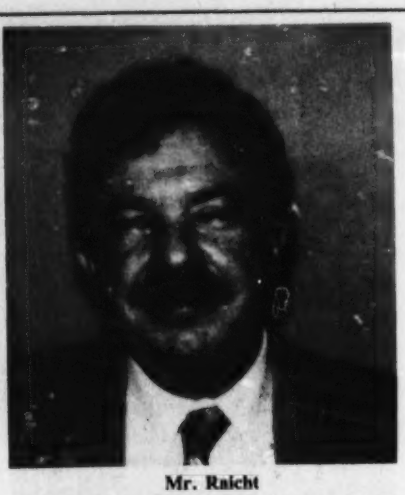
"We need to work on assignments

within the system. I've given a lot of attention to ensuring that senior blacks are selected for responsible and visible assignments in which they can serve as 'role models.' We now have black career officers as ambassadors in Liberia (soon to be transferred to South Africa), Mauritius, Denmark and Seychelles. Another holds the key job of director of our Regional Administrative Management Center in Paris. One—a former ambassador—is principal officer in Cape Town. Two—also former ambassadors—are serving in senior positions in Washington, one at the deputy assistant secretary level in Management Operations, and one as director of a major office in one of our regional bureaus. Over a year ago I discovered to my consternation that there were currently no black officers serving overseas as deputy chief of mission, perhaps the key management level position in the Foreign Service and a proving ground for future chiefs of mission. During the past year five black officers have been assigned as deputy chiefs of mission or as principal officers in American consulates.

"I want to ask your cooperation, and through you the cooperation of the black community, in encouraging more bright young blacks to take the Foreign Service examination and apply for the various other categories of Foreign Service employment. On the basis of the examples we've seen among the blacks who have recently entered the Service as junior officers, we're convinced there are a lot more out there who can pass the examinations and advance in their careers with the best and the brightest. The more you can do to identify them and encourage them to consider the Foreign Service as a career, the more likely we are to achieve the levels we are seeking." □

Raicht, handicapped, gets White House award

Lawrence R. Raicht, former consul general at Halifax, Nova Scotia, has been named one of the 11 co-winners of the 1986 Presidential Award for Outstanding Handicapped Federal Employees. He and the other U.S. Government winners were presented the awards at a ceremony in the Department of Commerce Auditorium on October 9, during National Employ the Handicapped Week.



Mr. Raicht

Mr. Raicht, a member of the Senior Foreign Service, is currently coordinator of the Southern Willamette Research Corridor Consortium in Eugene, Ore., under State's special domestic assignments program. He was cited by a U.S. Office of Personnel Management selection committee for his contributions while serving as consul general during the past four years, and for "the inspiring courage and initiative he demonstrated in overcoming his physical handicaps." He has had multiple sclerosis since 1976. He has become legally blind and walks with a leg brace and cane.

Mr. Raicht, who was nominated by the State Department's Award Committee, was lauded for advancing U.S. economic and political interests and assuring "the efficient provision of consular services throughout a vast region of Canada." The nomination pointed out that his performance evaluations have been outstanding. "In fact," the nomination added, "because of his dynamism and productivity, he was almost overlooked for this award—his colleagues never think of him as handicapped or limited."

Mr. Raicht and his wife, Patricia, who is blind, have supported activities to benefit the handicapped. He has counseled many handicapped persons about opportunities in public service. He joined the Foreign Service in 1960 and held assignments in Washington, Athens, Cairo and Paris before he was posted to Halifax. He won the Department's Superior Honor Award in 1973. □

Data on schools at post are now available

The Office of Overseas Schools has announced the availability of detailed information on 488 schools normally attended by dependents at posts around the world. It covers such concerns as course offerings, special programs, extracurricular activities and graduation requirements. The data for 437 of these schools is on microfiche and is available for reference at the office in State Annex 6, Room 234; the Overseas Briefing Center in State Annex 3, Room 400; the Family Liaison Office and the Foreign Service Lounge at Main State, and in other offices at State, AID, USIA and other agencies. A copy of the microfiche packet has also been sent to all posts.

In addition, hard-copy information on the remaining 51 schools is available at the Office of Overseas Schools. Contact Monica Greeley, 235–9600, with inquiries. ■

BOOKFAIR—*O'Bie Shultz*, right, wife of the Secretary, confers with *Betty Haselton*, left, and *Marlen Neumann*. Bookfair '86 had sales of more than 100,000 books.

Communications officer tells how he was shot

It was his day off—a Friday in Yemen

BY ARTHUR L. POLLICK

MY "ADVENTURE" began on a Friday morning, last April 25. It was a day off from work. My wife, Solange, was rushing around the house trying to get our two children, Christian, 10, and Natasha, 4, dressed, fed and ready for Sunday school (which in Yemen occurs on Friday). I was out in the garden, doing battle with the slugs which were invading our strawberry plants. Finally, Solange was ready to leave and asked if I would drive the kids to school and her to church services. It was about 4–5 miles from our house, so I decided to go as I was (in shorts, T-shirt and jogging shoes). It was to be a routine trip, but, boy, was I in for a surprise!

Arthur Pollick* indicates the course of a bullet that struck him. *(Photo by Robert E. Kaiser)

I had recently submitted my bid list and, on the way to church, we talked about where we might be going for my second tour, and about our home leave plans for December. Solange had arranged for a ride home and so, after dropping them off, I planned to return home, complete my gardening chores and get ready for an afternoon of cooking with Italian friends who were coming to our house that day.

Our place in Sanaa was a large two-story house, surrounded by a nine-foot wall topped (for security) with glass shards. It had a large metal drive-in gate with a door built into it. The house was on a dirt track, off one of the main paved roads.

Eyes on the road

As I turned off the main road back onto the dirt track, on the way home, I noticed a vehicle approaching from the rear at a high rate of speed. Thinking it was just a "Friday" driver, I concentrated on keeping my car to the right, to allow plenty of room for passing. This dirt track was very pot-holed and an adventure to drive on. I could sense the other car getting closer and closer, but I was leery about taking my eyes off the road, even for a moment, because of the condition of the non-pavement. As the vehicle came along the left side of my car, I could see it out of the corner of my eye. I remember thinking how close it was, no more than a few inches—and wondering whether it was going to run into me. The next recollection I have is of flying glass and being thrown to the right, on the front seat. This was one case where not wearing a harness didn't cost a life, because I didn't remain an upright target for very long—just at the start. I was thinking: "The turkeys have run into me." That was at first. But I also remember hearing gunshots, and then I realized I'd been shot.

One bullet hit me in the head. It passed through the top portion of my left ear and continued around my scalp under the skin. It exited out the back of my head without penetrating the skull. Another bullet plowed through the car door and hit me in the left shoulder area. It lost some of its velocity and became deformed after passing through the door. It circled to the front of my body and came to rest just below my Adam's apple. A piece of shrapnel from a shell casing, which probably richocheted off the car frame, hit me in the left side of the throat. All the other shots missed.

My wounds were bleeding badly and, as I laid there in my blood—only about 50 meters from my house—I was

The Pollick Fiat, after the gunfire. Bullet hole is visible below front door handle. Another bullet gouged a hole in the side molding on the driver's window.

Front gate of the Pollick home in Sanaa, Yemen. Glass shards are visible on top of wall next to the car.

***Solange Pollick* with *Christian*.**

Mr. Pollick took this photograph of his daughter, *Natasha*, just before she got into the car for the drive to school, on the morning of the shooting.

sure they had killed me. But I also became angry; I decided I wouldn't give the gunmen the satisfaction of ending my life. Somehow, I raised myself up and managed to get the car door open. I resolved I would at least throw a rock at the terrorists should they return. I began to stagger towards the front gate of my home. It was the holy day in Islam, and there was no one on the street.

Shock

I arrived at my gate, trying to hold pressure on my head wound with one hand to stem the bleeding, and trying with the other hand, with blood-sticky keys, to open the gate. I did this, and then I opened the door to my house. Once inside, I began to wrestle with the telephone. After a couple of attempts, I was able to dial the number of the Marine security guard. I explained to the Marine I'd been shot and asked that help be sent to my house. Not knowing how long I would be conscious (I was beginning to shiver and go into shock from loss of blood), I decided to go out the front gate again. By this time, Yemeni people were gathered around my car, looking at the bullet holes. When they saw me, some of them began shouting and running in different directions. I was pretty weak by this time. I sat down. Two Yemeni ladies wrapped some cloth around my head, throat and left shoulder. I asked one of the men to drive me to a hospital. He drove my car up to where I was sitting and, with three or four others, he picked me up and sat me in the back seat.

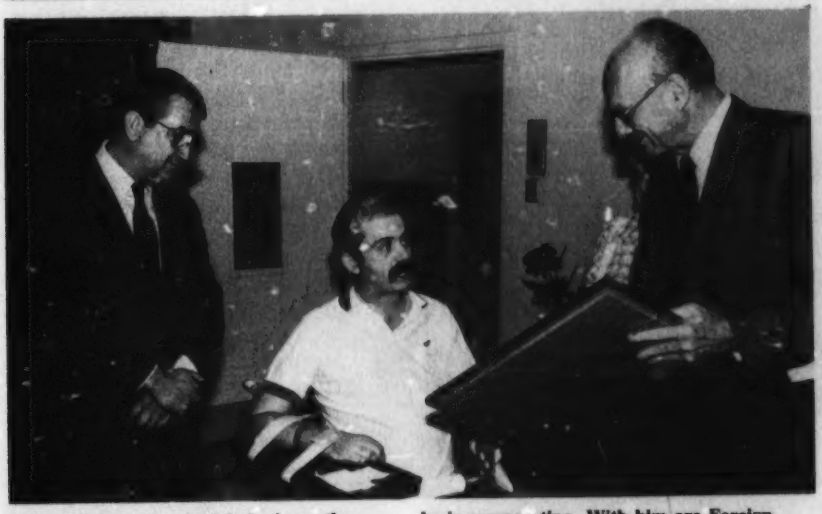
As we were going to the hospital, about a mile away, I was trying to monitor my breathing to see if it was O.K. My heart was beating very erratically and I thought I might be dying. At this point I was trying very hard to remember the date so I would know what day I died on. I began to fee' cheated, as a Californian, because the Los Angeles Dodgers were doing very well (remember, it was April!), and I was sure they would go all the way. Well, I was wrong about a lot of things that day!

Meanwhile, the embassy people arrived at my home. All they found were puddles of blood here and there (I had ruined some carpet) but no Pollick. They dispatched people to the three hospitals in Sanaa to try and locate me.

Wife is in tears

Not too long after I arrived in the emergency room of one of the less modern hospitals, captain Mike Trahan of the U.S. Office of Military Cooperation walked in. I began to feel better immediately. The regional medical officer, Dr. Paul Grundy, arrived shortly after Mike and began to orchestrate my first-aid treatment. I remember him inserting a fire hose-size catheter in my left arm for fluids. (I credit the good doctor with saving my life.) After this stabilization, I was transferred to a more modern hospital and prepared for surgery. Just before I was wheeled into the operating room, Solange arrived. In tears, she bent over and kissed me and told me she loved me. This made me feel better but did nothing to reassure me I wasn't headed for that big Communications Room in the sky.

My neurosurgeon was a Hungarian lady, the plastic surgeon a Pole and the anaesthesiologist a Soviet lady. The very last things I remember before the surgery began were the pretty blue eyes of the anesthesiologist and Doc Grundy standing beside me. The two surgeons did such a great job on me that no further touch-ups were necessary when I got to Germany later. The plastic surgeon had restored the shredded top of my ear, and the bullet had been removed from the Adam's apple area. The medical care and personal protec-



William Calkins, in wheelchair, is another State Department communicator who was shot by terrorists, in Khartoum, only 10 days before the incident in Sanaa. Like Mr. Pollick in Sanaa, Mr. Calkins was driving home at the time. He is shown here at Magee Hospital and Rehabilitation Center in Philadelphia, where he is recuperating. With him are Foreign Service director general *George S. Vest*, presenting him a certificate of recognition, and *Donald Bouchard*, assistant secretary for administration. Mr. Calkins' mother, *Lottie Calkins*, is behind Mr. Vest.

tion provided me by the Yemeni government were nothing short of oustanding. My family and I are in their debt.

I was transferred on April 28 to a hospital in Landstuhl, West Germany, where for the next two weeks arterial studies were made. My family had accompanied me. I was hoping to return to post alone just to make it plain to the terrorists that they hadn't succeeded. But it was determined that "surgical intervention" might be necessary to return my arm to normal operation (my arm was deadweight), so we were transferred to the States.

An 'honor'

After a two-week recuperation period in California (I'm from Bakersfield in that state), I arrived in Washington for more medical exams and further treatment. I was met at the airport by State communications chief Robert Ribera, and likely became the first Staff 8 in history to have his baggage carried by a deputy assistant secretary. My reception in Washington was very special and gratifying to me. It was an honor that important people like Assistant Secretaries Richard Murphy and Donald Bouchard and Mr. Ribera took time out to welcome me, to express their concern and to offer their support and encouragement.

One of my major concerns was where and how I was going to begin to straighten out my life administratively. You can imagine the loose ends I was facing. But no problem. My first day at State, I was surrounded by experts in just about every area where I would need assistance and, in the Navy vernacular, it was "fair winds and following seas."

Charles Scott of the Human Resources Division of the Office of Communications, Lee Lohman of the Executive Office of the Bureau of Near Eastern and South Asian Affairs, Brenda Henson of the Bureau of Administration's Office of Operations, and Elmer Higgs of the Office of Medical Service—all need new doors because I wore their hinges off my first month in Washington. I can't tell you how much the support of these professionals has meant to me.

'Olive Oyl' arm

The initial studies at Georgetown Medical Center showed there were no lacerated nerves in my arm or shoulder. However, the muscles had disappeared—atrophy, as the medical people call it. My arm looked like it belonged to Olive Oyl. In mid-June, I began a rigorous physical therapy program at National Hospital in Arlington. By September, I was camping at Lake Sherando, Va., with my family, and I was able to raise my arm over my head for the first time. I'm sure the other campers there wondered who the crazy guy was doing the jig around his campfire! The Georgetown surgeon has ruled out the need for "surgical intervention," and a Class II medical clearance has been issued. We expect to leave for a new post sometime next year.

During the course of my medical exams, I learned an awful lot about nerves, muscles, etc. I also learned that, when a person in the medical field uses the word "discomfort," this means it's going to hurt like hell. If the terrorists who attacked me are ever caught, I'll consider that "the pot is right" if I'm allowed to personally perform an EMG (electromagneticgraph) on them!

Looking back, I can think of no special security precautions I could have taken to prevent this attack, or precautions which I took that might have caused an earlier planned attack to abort. Since no weapons were in sight when I first noticed the vehicle, I assumed it was just another impatient driver. I consider my personal security habits to be very good, having been trained in this area while in the Navy and spending 1967 in-country in Viet-Nam. (I emerged from there without a scratch, but I guess I'm in the "dangerous" Service now.)

My family and I were saddened that it was necessary for us to leave Sanaa earlier than we had planned. We miss our friends at post, the outstanding weather and our wonderful Yemeni neighbors. We're anxious to "get back out there," and we're very proud to be a part of the Office of Communications family and the Foreign Service. ■

Appointments

President Reagan picks 8 for ambassadorships

Senate confirmation is required

PRESIDENT REAGAN, by mid-October, had announced his intention to nominate eight ambassadors. Each nomination would require Senate confirmation. The eight, in alphabetical order by post, are:

—*Argentina*—Theodore E. Gildred, a California banker, to succeed Frank V. Ortiz.

—*Barbados, Dominica, Saint Lucia, Saint Vincent and the Grenadines, Antigua and Barbuda,* and *St. Christopher and Nevis*—Paul A. Russo, president of Capitol Consultants, Alexandria, Va., to replace Thomas A. Anderson Jr.

—*Benin*—Walter E. Stadtler, a former member of the Senior Seminar, to succeed George E. Moose.

—*Holy See*—Frank Shakespeare, ambassador to Portugal, for the vacant post.

—*Honduras*—Everett E. Briggs, former vice president of National Defense University, Washington, to replace John A. Ferch.

—*Mozambique*—Melissa F. Wells, director, UN Impact Program, Geneva, to succeed Peter Jon de Vos.

—*South Africa*—Edward J. Perkins, ambassador to Liberia, to replace Herman W. Nickel.

—*Tanzania*—Donald K. Petterson, deputy director, Office of Management Operations. The post is vacant.

Following are biographical sketches of the persons chosen by the President.

* * *

Argentina

Theodore E. Gildred has been chairman of the board and chief executive officer, the Lomas Santa Fe Companies, Solana Beach, Calif., since 1968. He has also been chairman of the board, Torrey Pines Bank and Torrey Pines Group, San Diego, since 1969.

Mr. Gildred began his business career as a sales representative with City Chevrolet, San Diego, in 1959. The following year he was executive assistant to the president, Pacesetter Homes, Orange County, Calif. From 1961 to 1965 he was president, chief executive officer and owner of Costa Pacifica, Inc., Newport Beach and La Verne, Calif. He then became an administrator, dealing in real estate developments and investments, San Juan de Letran Norte, S.A., Mexico.

Mr. Gildred was born in Mexico City on October 18, 1935. He received a bachelor's from Stanford in 1959. He also received certificates from Sorbonne University, Paris, and the University of Heidelberg in 1960. From

Mr. Gildred

Mr. Russo

1955 to 1959 he served in the Army and, from 1959 to 1969, in the Air Force Reserve. He has received many honors, including the Chicago Tribune's Gold Medal Award for Leadership, 1959; the San Diego Chamber of Commerce's Award for Outstanding Service, 1979; the Solana Beach Chamber of Commerce's Certificate of Appreciation, 1976; the Mexican and American Foundation's Friend of Distinction Award, 1981; the Panama Canal Commission's Master Key Award for the "Spirit of Goodwill" flight, from San Diego, Calif., to Quito, Ecuador, 1981; the District of Panama's Guest of Honor Award; several honorary keys to various cities for that flight; and Ecuador's Honorary Command Pilot Award, 1984.

He has also received the University of California, San Diego, Chancellor's Associates Award, 1983; the Medal of Merit, as a member of the Republican President Task Force; the North Coast YMCA Award for Outstanding Service to the Families of the Community; and the University of the Americas Award for Outstanding Service to International Education in Mexico. He was enrolled in the Salk Institute's Society of Honorary Member's in 1984. He is a member of the board of directors, the American British Cowdray Hospital Foundation; a founder and chairman of the board of governors of the Institute of the Americas; and president, Gildred Foundation for medical research and education. His foreign languages are Spanish, French, German, and Italian.

Mr. Gildred is married to Stephanie Ann Moscini Gildred. They have five children, Theodore E. III, Jennifer L., Edward A., John T. and Tory B. □

* * *

Barbados, Dominica, Saint Lucia, Saint Vincent and the Grenadines, Antigua and Barbuda, and St. Christopher and Nevis

Paul A. Russo has been president of Capitol Consultants, Alexandria, Va., since last year. Before that, he was a consultant for the Department of Labor, 1984–85. He was a special assistant to the President at the White House, 1981–83, and deputy under secretary of labor, 1983–84.

He began his career in 1967 in the Cuyahoga County Sheriff's Department, Cleveland, O., where he was a detective. The following year he became a relocation counselor, Ohio Department of Highways, in Cleveland. He was director of advance, Robert Taft for U.S. Senate Campaign, Cincinnati, 1969–71; and special assistant to the chairman, Republican National Committee, Washington, 1971–72. In 1973 he was named director of federal relations, Office of the Mayor, in Cleveland.

Mr. Russo later held positions as special assistant to the governor,

California, 1973–75; assistant to the chairman, Reagan for President Committee, Washington, January to August, 1976; assistant to the vice presidential nominee, Ford/Dole Committee, Washington, August to December 1976; and director of special projects for Congressman Thomas B. Evans Jr., January to June 1977.

In recent years Mr. Russo was director, Political Action Committee Development, Republican National Committee, 1977–78; executive director, Campaign America Political Action Committee (Senator Bob Dole), Washington, 1978–79; and director of congressional relations, Reagan for President/Reagan-Bush Committee, Washington, 1979–80. From March to November 1984 he was chief labor adviser, Reagan-Bush '84 Committee. He was a partner, Keene-Monk & Associates, Alexandria, Va., and a consultant for Capitol Consultants, in 1984–85. He was a member and chairman, Federal Advisory Council on Unemployment Insurance, 1985. He is a member of the President's National Commission on Employment Policy.

Mr. Russo was born in Cleveland on July 21, 1943. He received a bachelor's from Ohio State in 1966. He was given the Cleveland Republican Heritage Foundation's "Man of the Year" Award, 1982. He was a member of the U.S. presidential delegation to the 40th anniversary of the liberation of Rome, 1984. Last year he was named to the Cleveland Heights High School Hall of Fame. He is married to Kathie Regan Russo. □

* * *

Benin

Walter Edward Stadtler, a career member of the Senior Foreign Service, class of minister-counselor, attended the Senior Seminar from 1985 until recently. Before that, he was chargé d'affaires and deputy chief of mission, Pretoria, 1982–85.

Mr. Stadtler joined the Foreign Service in 1962 and was assigned as vice consul, Southampton, England. From 1963 to 1964 he was third secretary, London, and from 1964 to 1966, third secretary and economic officer, Bonn. He then drew assignments as second secretary, Bonn, 1966; personnel officer in the Office of Career Management, 1967–69; second secretary and consul, Pretoria, 1969–72; economic officer and commercial attaché, Addis Ababa, 1972–75 and first secretary there, 1975.

In 1975 Mr. Stadtler became director, U.S. Trade Center for Scandinavia, in Stockholm, serving until 1978. He then became European adviser, U.S. mission to the United Nations, at the 33rd session of the UN General Assembly. He later was a member of the Royal College of Defence Studies, London, 1978–79, and counselor for commercial affairs, Bonn, 1980–82.

Mr. Stadtler

Mr. Briggs

Mr. Stadtler was born in New York on April 4, 1936. He attended the University of Paris (Sorbonne), 1955–56, and received a bachelor's from Fordham in 1957. He attended Columbia, 1957–58. From 1958 to 1962 he served in the Army. His foreign languages are German, Afrikaans, French, Vietnamese, Italian and Swedish. He received a senior performance pay award in 1983. He is the author of "China, Strategy for the Eighties," Royal College of Defence Studies, London, 1979, and "A Tale of Two Cities: Business in the Revival of Decaying Cities," Senior Seminar, State Department, 1986. He is a member of the American Foreign Service Association.

Mr. Stadtler is married to Magdalene S. Macdonald Stadtler. They have three children, Fiona, Walter Jr. and Catriona. □

* * *

Honduras

Everett Ellis Briggs has been serving as vice president of National Defense University since early this year. Before that, he was ambassador to Panama, 1982–86.

Mr. Briggs joined the Foreign Service in 1956 and was assigned as an international relations officer in the Bureau of Inter-American Affairs. He later was a member of the staff of the U.S. delegation to the Inter-American Economic and Social Council, Organization of American States. He became Salvadoran desk officer in 1958. He later drew assignments as political officer and vice consul, La Paz, 1958–60; staff assistant and consul, Berlin, 1961–63; political officer, Lisbon, 1963–67; international relations officer, Bureau of International Organization Affairs, 1967–69; and Portuguese desk officer and deputy director, Iberian affairs, Bureau of European Affairs, 1969–71.

Mr. Briggs attended National War College, 1971–72. Following his studies, he became consul general, Luanda, Angola, 1972–74. In recent years he was deputy chief of mission, Asuncion, 1974–78, and Bogota, 1978–79; director and deputy coordinator, Mexican affairs, 1979–81; and deputy assistant secretary for inter-American affairs, 1981–82.

Mr. Briggs was born in Havana on April 6, 1934. He received a bachelor's from Dartmouth in 1956 and a master's from George Washington in 1972. His foreign languages are Spanish, Portuguese and German. He received Senior Foreign Service performance awards in 1983 and this year, and a Presidential Merit Award of 1985. Last year he and his wife received an award from the Una Chapman Cox Foundation to attend the Aspen Summer Institute. He is a member of the Metropolitan Club of Washington and the Universalist National Memorial Church of Washington.

Mr. Briggs is married to Sally

Soast Briggs. They have five children, Everett Bernard, Catherine Sheppard Briggs Townsend, Allen Townsend, Lucy Hill Briggs Bassert and Church Ellis. □

* * *

Holy See

Frank Shakespeare has been ambassador to Portugal since 1985. Before that, he was chairman, Board of International Broadcasting, 1981–85. From 1969 to 1973 he was director of USIA.

Mr. Shakespeare was a trainee with the Liberty Mutual Insurance Co., Washington, 1946–47. He then became a salesman with Proctor & Gamble, New York, 1947–49, and WOK Radio, also in New York, 1949–50. He later joined CBS, Inc., where he held various executive positions, including president of CBS Television Services, Inc., 1950–69. From 1973 to 1976 he was executive vice president, Westinghouse, New York, and from 1976 to 1985, president, RKO General, Inc., New York.

Mr. Shakespeare was born in New York on April 9, 1925. He received a bachelor's from Holy Cross College in 1945. He received honorary degrees from the Colorado School of Mines, 1975; Pace University, 1979; Delaware Law School, 1980; and Sacred Heart University, 1985. From 1945 to 1946 he served in the Navy. Mr. Shakespeare has three children, Mark, Andrea and Fredricka. □

* * *

Mozambique

Melissa Foelsch Wells was director of the Impact Program, sponsored by the UN Development Program, UNICEF and the World Health Organization's Humanitarian Program, from 1982 until recently. Before that, she was resident representative of the UN Development Program in Uganda, and special representative of the UN secretary general for relief operations in that African country, 1979–81.

Ms. Wells joined the Foreign Service in 1958 and was assigned as an analyst in the Bureau of Intelligence and Research. From 1961 to 1963 she was consular and visa officer, Port-of-Spain, Trinidad. She then became an economic officer, U.S. mission to the Organization of Economic Cooperation and Development, Paris. Ms. Wells later drew assignments as economic officer, London, 1966–70; personnel officer (examinations), Board of Examiners in the Department, 1971–72; chief of the business relations branch, Bureau of Economic Affairs, 1972–73; and deputy director, major exports projects, Department of Commerce, 1972–73.

From 1975 to 1976 Ms. Wells was commercial counselor, Brasilia. She then was appointed ambassador to Guinea-Bissau and to Cape Verde, serving in both posts until 1977. From 1977 to 1979 she was the U.S. representative on the Economic and Social Council of the United Nations, with the rank of ambassador.

Mr. Shakespeare

Ms. Wells

People at State

Ralph R. Johnson has been named deputy assistant secretary for trade and commercial affairs, Bureau of Economic and Business Affairs. He succeeds **Denis Lamb,** who has become the bureau's principal deputy assistant secretary ... **Michael Metelits** is director of the new Office of Multilateral Coordination, Bureau of International Organization Affairs; the office will collect and analyze data on nations' behavior with regard to U.S. objectives in the United Nations and the specialized agencies ... **Louis W. Sheedy** is the new regional director of the Boston Passport Agency. □

Ms. Wells began her career in 1954, serving in various secretarial positions. She was secretary to the ambassador, Bolivian embassy, Washington, 1957–58.

Ms. Wells was born in Tallinn, Estonia, on November 18, 1932. She received a bachelor's in foreign service from Georgetown in 1956. Her foreign languages are German, Spanish, French, Italian and Portuguese. She is a member of the American Foreign Service Association and the Georgetown University Alumni Association. She is married to Alfred Washburn Wells. They have two sons, Christopher and Gregory. □

* * *

South Africa

Edward Joseph Perkins has been ambassador to Liberia since 1985. Before that, he was director, Office of West African Affairs, Bureau of African Affairs, 1983–85.

Mr. Perkins began his Government career in 1958 as chief of personnel, Army and Air Force Exchange, in Taipei, Taiwan. Four years later he was named deputy chief of personnel and administration for the exchange in Okinawa. From 1966 to 1967 he was assistant general services officer, AID's Far East Bureau, in Washington. He then held the position of assistant general services officer with the U.S. Operations Mission to Thailand, Bangkok, 1967–69. He was a management analyst with the mission, 1969–70. From 1970 to 1972 he was the mission's deputy assistant director for management.

Mr. Perkins returned to Washington in 1972 to become staff assistant, Office of the Director General of the Foreign Service. Three months later, he was appointed a personnel officer in the director general's office. In recent years he held assignments as administrative officer, Bureau of Near Eastern and South Asian Affairs, 1974–75; management analysis officer, Office of Management Operations, 1975–78; counselor for political affairs, Accra, 1978–81; deputy chief of mission, Monrovia, 1981–83; French language trainee, Foreign Service Institute, June

to September 1983. He then was assigned to the Africa bureau.

Mr. Perkins was born in Sterlington, La., on June 8, 1928. He received a bachelor's from the University of Maryland in 1967, a master's in public administration from the University of Southern California in 1972, and a doctorate in public administration, also from that university, in 1978. His foreign languages are Thai, French and Japanese. He served three years in the Army and four in the Marines. He has won the Department of the Army's Certificate of Achievement, 1966; AID's Meritorious Honor Award; State's Superior Honor Award; and Kappa Alpha Psi fraternity's eastern region Award for Achievement in Foreign Affairs. He is a member of the American Society for Public Administration, Kappa Alpha Psi and the Phi Kappa Phi Honor Society. He is the author of a research document, "The Priorities Policy Group: A Case Study of the Institutionalization of a Policy Linkage and Resource Allocation Mechanism in the Department of State." Mr. Perkins is married to Lucy Chien-mei Liu Perkins. They have two daughters, Katherine Karla and Sarah Elizabeth. □

* * *

Tanzania

Donald K. Petterson, a career member of the Senior Foreign Service, class of minister-counselor, has been deputy director, Office of Management Operations, since 1984. Before that, he was a foreign affairs fellow and visiting scholar at the University of California, Los Angeles, 1983–84.

Mr. Petterson joined the Foreign Service in 1960 and was assigned as vice consul in Mexico City. From 1962 to 1963 he took Swahili language training at the Foreign Service Institute and, following his studies, was appointed vice consul in Zanzibar, Tanzania. In 1965 he became the consul there. He later drew assignments as political officer, Lagos, 1966–67; on detail to Stanford University, 1967–68; personnel officer in the Department, 1968–70; and counselor of embassy and deputy chief of mission, Freetown, Sierra Leone, 1970–72.

In recent years he was political counselor, Pretoria, 1972–73; a member of the Department's Policy Planning Staff, 1975–77; director, Office of Southern African Affairs, 1977–78; deputy assistant secretary, Bureau of African Affairs, 1978; and ambassador to Somalia, 1978–82.

Mr. Petterson was born on November 17, 1930, in Huntington Park, Calif. He received a bachelor's from the University of California in 1956 and a master's from the university in 1960. His foreign languages are Spanish and Swahili. He served in the

Mr. Perkins

Mr. Petterson

Navy, 1948–52. Before entering the Foreign Service, he was a personnel analyst with the California Personnel Board, Los Angeles, 1958–59, and a teaching assistant, University of California, Los Angeles, 1959–60.

Mr. Petterson received the Department's Superior Honor Award twice—in 1964 and 1971. He was presented the University of California, Santa Barbara, Alumnus of the Year Award, 1965; the Director General's Award for Reporting, 1977; the Order of the Somali Star, 1982; and a Senior Foreign Service performance pay award, 1982. He has written a chapter, "Somalia and the United States, 1977–83," in "African Crisis Area and U.S. Foreign Policy," and an article, "Ethiopia Abandoned? An American Perspective," for International Affairs magazine. He is a member of the Senior Foreign Service Officers Association.

Mr. Petterson is married to Julieta Rovirosa Argudin Petterson. They have two sons, John and Brian, and two daughters, Susan and Julie. □

Canada trade negotiator

President Reagan has announced his intention to nominate Peter O. Murphy as special negotiator for U.S.-Canada trade and investment issues. He would have the rank of ambassador. Mr. Murphy has served, since 1983, as deputy U.S. trade representative in Geneva and as U.S. representative to the General Agreement on Tariffs and Trade, also with the rank of ambassador. □

New Pacific embassy

The United States and Vanuatu, an island nation in the southwestern Pacific, south of the Solomon Islands, and west of Fiji, have decided to establish diplomatic relations at the ambassadorial level. Vanuatu became independent in 1980. ■

Money quiz

Q—You can have only one name put on the U.S. savings bonds you purchase. True or False?

A—False. Bonds may be issued in the name of two persons as co-owners or in the name of one person with a second person as beneficiary.

Q—How safe are my U.S. savings bonds?

A—They're backed by the full faith and credit of the U.S. Government. If lost, stolen, mutilated or destroyed, they will be replaced free on request—and will bear the original issue dates.

Q—What is a U.S. savings bond?

A—A contract showing that money has been loaned to the United States, which promises to repay it, with accrued interest, when the bond is redeemed. Bonds are safe and secure because they are direct obligations of the United States.

Q—What's one way to avoid paying federal tax on the interest your U.S. savings bonds earn?

A—Cash bonds in after you're retired—in the period during which your contributions to the retirement fund are being returned to you in the form of monthly payments. It is likely that all of your accrued interest will be offset by tax exemptions and deductions. □

PLAYING 'POKER' with DR. LI
(The Art of Negotiating)

BY CHRISTOPHER L. GRANT

The author is an attorney-adviser in the Office of the Assistant Legal Adviser for Management.

AS A STATE Department lawyer, I participated recently in a negotiation with a man who's a master of the art. I'm going to call him Dr. Li. He headed an Asian government team with whom we were negotiating to purchase six acres of land on the outskirts of the capital, for a new embassy office building. We ultimately reached a conclusion that was satisfactory for the United States, but—because of Dr. Li's negotiating skill—it wasn't easy. I believe it might be helpful to give this portrait of Dr. Li in action so other State Department people can know what might confront them in a future negotiation, and how they might surmount it.

Mr. Grant

We arranged our first meeting for 11 a.m. on Monday morning, in Dr. Li's office. Immediately upon our arrival—our own team consisted of, in addition to me, two Foreign Service officers from Washington and the administrative counselor and a Foreign Service national from the embassy—it became clear that Dr. Li was going to make time his ally.

He was absent when we arrived. He thus placed our team in the mildly uncomfortable, defensive position of loitering in the unfamiliar surroundings of his anteroom and office while we waited. He didn't keep us waiting so long that it became flagrantly rude, nor long enough for us to consider leaving. He arrived after about 15 minutes. This relatively short time was sufficient, however, to establish his authority and position as A Busy Man and, whether deliberately or not, to put us all on edge with impatience.

Dr. Li made psychological use of the venue of the meeting. Any person, of course, is more comfortable on his home ground. Expert negotiators often suggest that you insist on meeting at your office, or at least upon alternating the locations of a series of meetings, keeping in mind that the first and last are usually the most important. We didn't really have a suitable place to suggest as an alternative in their city, and the circumstances didn't allow us to insist on a meeting in Washington. Rather than conceding the issue altogether, we should have insisted on meeting on neutral ground. Even a hotel room in their city would have been preferable to the opposition's own office.

Others had suggested that we ought to agree to meet Dr. Li at his office simply as a matter of courtesy, as a means of establishing good will at the outset. Courtesy can be a valuable lubricant in negotiation, but the subtle advantage which Dr. Li gained from this concession shows the validity of the experts' advice.

Close quarters

We met at Dr. Li's office in a room too small for the number of people involved, and poorly air-conditioned. The air conditioner made so much noise that we turned it off part of the time. While the members of the other team were just as crowded and hot as we were, these elements exacerbated the discomfort which we already felt as the strangers in a strange land.

Dr. Li's team, like ours, consisted of five or six persons at different times. But they spoke with one voice. This is critical to a successful negotiation. No one spoke other than Dr. Li unless called upon by him to do so. There was no table talk, no passing of notes, little or no murmuring among them while another person was talking. They gave no indication of anything but unanimity and confidence from their side. This enhanced the credibility of their positions.

Dr. Li also controlled the emotional tone of the meeting. All of the elements already mentioned contributed to this, of course, but he kept the meeting on a short leash by his own formal, withdrawn, reticent demeanor. He spoke economically. The initial pleasantries were minimal. He gave little expression to anything he said, and responded minimally to anything we said. He expressed himself in words only: no facial expressions, no body language (at least none that we could recognize), no shifting around in his seat. Nothing but calm, patient discussion.

New game

Our side had done some meticulous preliminary work leading to these face-to-face negotiations, and we had thought several general issues already settled. We expected that our purpose in traveling to their city was merely to work out the details. We found with Dr. Li, however, that we were starting from scratch. The preliminary negotiations had been for nought: Dr. Li forced us to bargain for items which we had thought already won.

He exaggerated the difficulties posed by our demands. As we heard Dr. Li's comments on the several aspects of our proposal, we learned that many of our requirements were not only unacceptable to their side, but prohibited. Or at least Dr. Li said so. Either the law or the policy of their government precluded the approach we had had in mind.

Dr. Li also denied that he had authority to negotiate certain points which were essential to an agreement. We insisted that we must resolve certain points with members of another, autonomous section of his organization who were not present, as a prerequisite to concluding a final agreement with him.

'Demeaning'

Although ostensibly outside of Dr. Li's control, these other persons were subordinate in rank. Dr. Li thus accomplished two tactical gains with a single ploy. He forced us to retreat to a preliminary stage of negotiation, increasing our burden of effort, and he forced us to deal with junior employees, demeaning our own status. We had expected to resolve the entire deal by negotiating with Dr. Li.

Our first meeting ended after approximately an hour with no substantive progress. Dr. Li then announced he couldn't meet with us at all on the following day. He was too much the Busy Man. He could spare us only an hour or so on Wednesday.

Knowing that three Americans had traveled 10,000 miles to see him, Dr. Li assumed that time was on his side. We were naturally strongly motivated to accomplish some things during our trip: we had hoped to complete the deal at least in the form of a letter of intent initialed by both sides. After meeting unproductively for 60 minutes, we were notified that only one more meeting would be possible during the remainder of our week's stay. Since Dr. Li had also given notice that a great deal more had to be negotiated than we had understood, we saw ourselves backed against the wall.

'The authoritative figure'

By the end of that first meeting, Dr. Li had done a great deal to shape the negotiation to his advantage. He had established himself as the authoritative figure in the room. He had established an attitude of calm, unhurried confidence. He had notified us that most of our desires were not merely unacceptable, but impossible. He had obliged us to negotiate preliminarily with a clerk in a different department before returning to complete the discussion with him. He had made time his ally by refusing to see us for more than two or three hours over a period of a week, after we had expended enormous time and money to meet at a place convenient for him. He had disciplined his own negotiating team to do nothing not expressly requested and guided by him. He had driven us to distraction.

By describing Dr. Li's tactics in such detail, I don't mean to imply that we were helpless in his hands. We saw his tactics unfold, and responded to minimize his skillful moves. Tactics, however artful, don't change the fundamentals of the relationship between two negotiating parties. Either you are

stronger than your opponent, or you aren't. Tactics can defeat you only if you fail to appreciate your fundamental, strategic superiority, or fail to put it to work.

Of course, you may indeed have the weaker position. In that case, like Dr. Li, you must make skillful use of tactics to compensate for the difference. But in the case of our negotiation with Dr. Li, we had the stamina to stand our ground. His government in fact needed to sell the property more than we needed to buy it. That nation badly needed to persuade the U.S. embassy to move into a new diplomatic enclave as the flagship of an effort to persuade many other nations to move there. On the other hand, our embassy had no urgent need to move at all. We had several other sites available from private sellers.

Calling the bluff

Rather than let Dr. Li push us around (although it was a pleasure to watch a real master in operation), we adjourned the meeting. We told him we simply couldn't accept his terms. We would return to Washington, and review the whole question of moving the embassy into a new office building. If we concluded that a new building would serve our needs, then we would return for a second round of negotiations with his government, and with any other potential sellers who might appear. We thanked him for his time and his hospitality. We left his office for the airport, and took the next flight back to Washington.

It took only a couple of weeks for an invitation to arrive for a second round of negotiations. Dr. Li's government made it clear that it was willing to deal on terms much more favorable than those previously suggested. On the second trip, after three sessions of detailed negotiations, we concluded an agreement satisfactory to both sides.

The techniques and ploys used by Dr. Li were of course superficial. They had nothing to do with the merits of the transaction, or with the actual values of the considerations proposed for exchange by the parties. In negotiation there's indeed no substitute for careful preparation of the fundamental merits of your position, and for careful technical and legal analysis. Nevertheless, the skills of human persuasion demonstrated by Dr. Li can be used to advantage by either side in a negotiation. ■

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A report from Santa Monica, Calif.

BY DONALD R. TREMBLAY

I MUST ADMIT that on occasion during my 30 years of U.S. Government service the possibility of retirement had crossed my mind, and the nearer I approached the predestined day, the more excited I became. It seemed only natural.

And the day *did* come, and the parties were held, and the office receptions celebrated with the sad and fond farewells, the going-away gifts, the champagne toasts, etc. Everything had fallen into place, just as so many other retirements had for so many other retirees over the years, and undoubtedly will continue well into the future.

The euphoria of actual retirement, preceded by the momentous decision of informing my immediate supervisor that I really was leaving (with all of its implications, real or imagined), carried me through departure from the post several months later, and well onto my way to our destination, Santa Monica, Calif.

'Being a tourist again'

And so went the script, from Toronto—my 12th Foreign Service post—to Santa Monica, by car through the American countryside, which we (my wife Lili and I) had never before seen nor learned to value. It was fun and adventuresome being a tourist again. Mackinac Island, Mich., was beautiful and quaint; Pierre, S.D., wasn't to be missed; Mount Rushmore had to be seen (even in the rain) to be appreciated; Yellowstone National Park and the Grand Tetons were awesome; and so on, through to Sun Valley, Id.; Salt Lake City, Ut.; Las Vegas, Nev.; and finally southern California, where both of us had lived.

Homecoming was to be our next encounter—an eventuality which we didn't quite fully understand how to approach. We had never done it before on such a permanent and definitive basis. This return wasn't just another home leave, with a visit to parents on both sides of the family, a day trip to relatives, calls to friends and acquaintances. Coming back this time was for good—forever, with no going back, no bags ever to pack again, no return travel reservations to be made, no sad farewells and two-year absences. The implications of such a homecoming slowly developed over the next weeks and months.

Yes, there had been changes, as we knew there would be. Christmas cards and messages once a year hadn't been enough to cement friendships into the lasting bonds we had expected; relatives were scattered and had their own lives and routines; close family members had passed away (Dad just one month after our return, Mother the year before). Life would continue, of course, and we were determined to renew whatever friendships we could and build upon more recent ones within the community.

A home that's ours

Picking up again came rather slowly, although paradoxically we had to do things somewhat more rapidly if we were to meet such mundane deadlines as the expiration of storage of household effects. Fortunately, we had

***Don* and *Lili Tremblay*, at home in California.**

planned ahead when, 14 years beforehand, we purchased a now-73-year-old house which we wanted to call our retirement home. We weren't disappointed in this decision, and after all these years of having rented the place out to others, we were finally able to think of it as our own.

Of all our challenges on permanent return to the United States, housing seemed to be the greatest. First and foremost, five of us were in temporary quarters and had to leave these as quickly as possible for many obvious reasons; i.e., we were imposing on relatives, the children had to return soon to school with a permanent address, and so many other personal decisions had to be taken into account for this transition. (The family includes John, 22, Peter, 20, and Marie, 16.)

Now, along with housing and its many ramifications, there was the most significant of all subjects, whether you're retired or not—*money*. Flush with the last full paychecks, travel advances and other accumulated goodies, it almost seemed as though the checkbook was an inexhaustible cornucopia. We soon discovered otherwise, however.

The house, our biggest expense, needed a complete going-over. After a series of not-too-meticulous tenants, the place had to be cleaned, repainted, redecorated and carpeted throughout. It was at this point that we learned just how large our "little" house had become. Not only did linoleum now cost more per square yard than the most outrageously expensive woolen broadloom of a few years before, but there were unexpected costs like a new roof, trees to be removed, leaks in old plumbing to be fixed, etc., plus all the nickel-and-dime hardware and paint to be bought. And after nearly 25 years of marriage, little of our furniture really fit into the redecorated house.

The shock of shopping

For anyone who hasn't gone furniture and appliance shopping over the past several years, a shock is at hand! Thousands of dollars and innumerable comparative shopping hours later, the full impact settled in as the dollars flowed out in gushers. Now we remembered with nostalgia and longing the kindnesses and assistance of so many general service officers at overseas posts.

After two and one-half months of six-day weeks of painting, scraping and wall-papering—all of which I did with the youngsters (while my wife went shopping around for the big ticket items) we were ready for the move. For the first time in more than 10 years, all of our "treasures" were gathered together in one place—baby items and toys we hadn't seen since Marie was four years old (and which we knew we'd never need again); furniture which we'd had made to order in Bangkok in the late '60s; the remainder of my extensive color-slide collection (the portion which hadn't been stolen between moves at posts overseas); and a gaggle of useless junk that we fondly remembered as our household effects. Fortunately, we had a large garage, and much of the overflow was relegated to it.

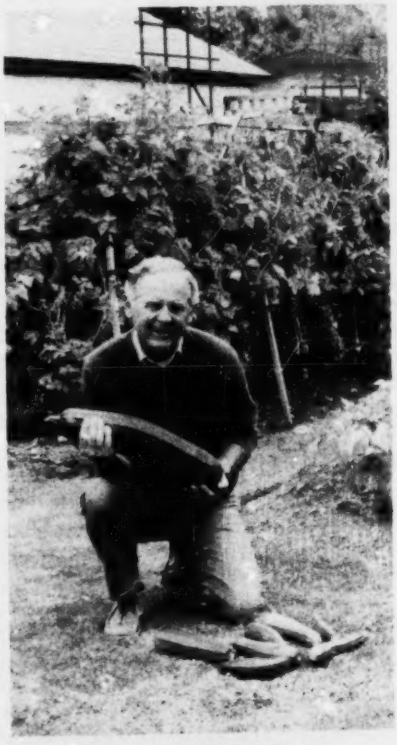
We had survived the initial traumas of Foreign Service retirement. Although we realized that we could have gone on for several more years, the decision to retire had had to be made. The children were at U.S. schools on a permanent basis for the first time in their lives, and we wanted to be around them during the university years, when they began their own process of belonging to a community. Their transition was remarkable, considering that all three had been born into the Foreign Service, knowing little or nothing of American life as I had seen it in my own youth. There's really no "right" time for retirement, and this period was as appropriate as any other.

Less cocktails

The balmy shores where Santa Monica meets the Pacific Ocean seem a far cry from the hustle and bustle of some of my former posts—Manila, Barcelona, Bangkok and Mexico City—or the doldrums of others such as Piedras Negras, San Pedro Sula and Medan. The cocktail parties and receptions are almost nonexistent now, the scenery perhaps less exotic. But here we appreciate the present, the small joys of vegetable and flower gardening. We contemplate the future, the children, our financial security and the need perhaps to find employment to supplement retirement and other income (neither one of which ever seems to be quite enough).

Life *does* go on after Foreign Service, and it can be beautiful with a little advance planning and effort later. I write those long-postponed letters to the editor; we do more with the family; we are active on local issues affecting us in a more immediate sense. Time, remarkably, is in short supply.

Most of these factors are true whether one retires as a consular officer, as I did, or from any other specialty. In any case, the satisfaction is within. ■



The "Zucchini King" of Santa Monica.

Selection board member describes panel's deliberations

He reviewed the files of tenured FS–4 generalists

BY DONALD B. COFMAN

The writer, a Foreign Service officer at USIA, is currently on detail to State as deputy public affairs adviser in the Bureau of Near Eastern and South Asian Affairs.

THE PHONE CALL from USIA's personnel office came in mid-spring: Would I be interested in serving on a State Department promotion panel? Yes, of course: Life's a learning experience, and I'd no doubt learn a lot about State. (Besides, I might discover something personally useful—something which might affect my own chances with USIA's promotion process.)

Mr. Cofman

I began service on Selection Board G–IV (tenured FS–4 generalists) on July 7; our "checkout" briefing with the director general of the Foreign Service took place on August 15. What did I learn during those six weeks?

It came as no surprise to have confirmed several negative suspicions of the promotion process, two in particular: that just as the best way to ensure living to an old age is to pick your parents carefully, the best path to promotion may be to find a rating officer who can write; and that there's simply no way to establish objective rating standards, then apply and interpret them objectively. All of us rated officers, raters, reviewers and promotion panel members alike—are human.

But humans can be humane; we normally try to be fair and usually succeed. We on Board G–IV certainly strove to do the right thing. We sweated over how to make objective distinctions using only subjective data, such as whether differences in wording reflected distinctions in reality. That leads to the most important thing I found: The Foreign Service promotion system, to adapt what someone once said about democracy, is the worst of all possible systems—except for all the rest.

Getting started

Our first day (Monday, July 7) was devoted to indoctrination. We reviewed the organization of the Department, the Foreign Service and a typical mission, went over the Department's personnel system (especially the four-cone system) and were told what goes into an "OPF," the all-important official performance file. There was also a tour and discussion of the Operations Center, for some unknown reason (unless it was an attempt to influence us positively regarding watch officers and editors). The day was pretty redundant for those of us from other foreign affairs agencies.

The next morning all members of all the boards met in the Benjamin Franklin Room on the seventh floor, to be sworn in, pose for a group photograph and hear pep talks from Deputy Secretary John C. Whitehead and director general George S. Vest. Then began two days of training, starting with a detailed review of the contents of an OPF and a "PAR" (personnel audit report) card. (The PAR is a computer-generated statement of one's experience—education, assignments, training, language scores, promotions, etc. The selection boards get an expurgated version, without such "extraneous" information as age, education and previous experience.)

After going over in general the precepts for the boards, we broke into individual panels. Ours included (besides me and the public member) four State FSOs, one from each cone. Political was represented by our chairman, George Moose, just returned from a tour as ambassador to Benin to join the Office of Management Operations. The economic "representative" was Jim Larocco, who had been deputy director of Pakistan, Afghanistan and Bangladesh affairs and was heading into Chinese-language training; Sylvia Bazala, who would be returning to her job as a management analyst in the Bureau of Consular Affairs' executive office; and Mary Pendleton, who was leaving the Bureau of European and Canadian Affairs' executive office to become administrative officer in Bucharest.

Most importantly, we met Kathy Reck, staff adviser to our board. She wielded a velvet glove and an iron fist; she kept us to our schedule, guided us on precedents and practices, cajoled, stroked and cracked the whip.

Criteria

We spent the rest of that day and all the next completing two exercises designed to train us to recognize the "decision criteria" for promotion. They're grouped into five categories: substantive knowledge, leadership, and managerial, intellectual and interpersonal skills. We were to review all State FS–4 generalist FSOs (consideration by cone begins with FS–3s), but not for promotion only. We were to make recommendations regarding low-ranking and selection-out, recommend meritorious service (step) increases, and commend and criticize rating and reviewing officers. We were also to offer such comments on assignment, training, counseling, etc., as we thought warranted. Finally, we were to prepare a memo to the director general with comments on State's personnel system in general and the promotion process in particular.

I viewed our task as more difficult than that of other boards. Since most of the generalists we were reviewing had fairly recently received tenure, most were by definition good officers. We thus were required to make fine distinc-

tions among fairly similar officers with fairly short records.

On the fourth day we finally began "real" work, which was organized in four phases—22 separate steps—which the Bureau of Personnel had established for all selection boards. We first did a "rough cut" to fit each officer into one of three categories: P for potentially promotable,[1] L for possible low-ranking[2] and M for those mid-ranked, the box into which fall most of us most of the time.

Working independently, we read a randomly selected group of 40 files each day, then compared notes. While only one non-M vote was enough to put an officer into the appropriate category, we would discuss each case which received only one or two P or L votes, after which votes could be changed.

Reflecting the subjective nature of both what was written in the files and those who were reading them, there were some officers who received both P *and* L votes. If discussion couldn't resolve those few cases, the plurality ruled.

First batch: 311

We started with files on 311 officers; that should have taken eight days, but on the seventh day . . . no, we didn't rest, we were given 31 more files of officers who had just received tenure. Then we were told that two of those had resigned (a man and woman from the same post; we never learned if there was more to that story), so we ended up with a total of 340 files. One result: my first pair of bifocals.

The selection boards' confidentiality rules prevent disclosing exactly how this first "rough cut" went. For the purposes of this article, let's assume (and the figures are close to reality) that, of the 340 officers we reviewed, 185 were ranked P, 25 L and that the rest (130) became mid-ranked from the start. As we went over each group of 40, we also looked at the Ms for supplementary statements: commendations and criticisms of rating and reviewing officers, nominations for step increases, and suggestions for counseling, training and assignments. (The Ps and Ls would be looked at again.)

At this stage we were told how many "promotion opportunities" management had available: let's say it was 160. Our next 10 days were spent preparing a rank-ordering of our 185 "promotables" and determining which of them would in fact be promoted. We might decide to nominate exactly 160 for promotion; we might agree that not all the opportunities available should be used and nominate less—but, as I've said, those we were reviewing were by-and-large good officers. If we picked *more* than 160, those falling below the cutoff line would become "bridesmaids": nominated but not reached for promotion, a fact which later panels could take into account.

'10-point-must'

The detailed review of Ps went this way: Each day we'd individually reread 20 files (again, randomly selected) and, after each two groups (40 files), assign numerical rankings: four 10s, four 9s, etc., down to four 1s. After we'd all voted, we held group conferences again. The procedure for all boards is to discuss each case where the range of numerical score votes is four or more; we routinely discussed at least half of each group, after which votes could be changed—provided other votes were revised to maintain the "10-point-must" system.

An individual could receive anywhere from 60 points (10 from each panel member) to 6 (1 per member); there were only a few such votes, which reflected panel-wide unanimity. We combined the 185 separate rankings by scores, which established the rank-order. We then counted down 160 names, to determine where the cutoff line for promotion opportunities would be, and were told to select another group of at least 16 (10% of the opportunities)—eight names above the line and eight below.

Again, detailed review of those files resulted in numerical rankings by each of us, which we discussed—haggled might be a better term, given the "go-no go" nature of this set of ratings—and adjusted. With a final rank-order in hand, we drew the two most important lines: following the 171st name, to denote those we thought should be nominated, and after the 160th name, to mark off those who would be "reached" for promotion. In other words, the last 11 became "bridesmaids": those from 172 on down to 185 joined the original group given Ms—mid-ranked.

Consolation prizes?

A word on meritorious service increases: You might think that the bridesmaids, whom we considerd worthy of promotion, deserved step increases as consolation prizes. Not so. While the precepts say bridesmaid status may be taken into account, they also call for awarding an increase only "when the record reveals that a member has rendered especially meritorious service *during the most recent rating period*" [emphasis added]. It's thus possible that an overall record would justify nomination for promotion, even though the most recent year's performance didn't warrant a meritorious increase. Those of whom I speak will recognize themselves.

A digression on the quality of rating and reviewing statements: I've noted how a statement which converts the ratee from paper into flesh and blood is a significant factor in helping gain promotion. Yet literary quality without candor is self-defeating. Statements such as "Does Joe Blow deserve promotion? Does the bear walk in the woods?" or "He's so laid back he's almost horizontal" are cute, nothing more. And attributing to an officer superhuman qualities can only backfire.

[1]The precepts read: "Boards should recommend for immediate advancement those members whose records indicate an ability to perform at a higher level now and who have displayed superior long-range potential."

[2]The precepts read: "All boards [with two exceptions] . . . will review the least competitive members . . . to determine which, if any, members should be designated low-ranked because of relative weakness in performance and/or potential."

Rated officers should be as concerned about eliciting accurate, complete statements from reviewing officers as from the raters. The instruction to the reviewer to "comment on relations between rater and employee" we found ignored too often, particularly in situations where it might have clarified what the rater intended or whether the rated officers themselves were being subverted or simply insubordinate. The *pro forma* disclaimer that "Jim [the rater] says Jack Jones is a good officer, and I believe him" portrays a reviewer who hasn't done his job—as reviewer *or* supervisor. Several reviewers (and even more raters) now have in their files critical statements about their performance of this important function.

Our detailed screening of those we'd initially rated L (potential low-rankings) followed a similar pattern, but shorter (two days), since we had far fewer in that category: 25. Again, we read those files individually, then did a "10-point-must" ranking of them as one group and broke numerical ties so that we had an absolute ranking of the bottom 25 officers. We then drew a line below the last person (I can't say where) whose performance didn't, in our judgment, meet the precepts' definition of exhibiting "relative weakness in performance and/or potential." All those above that line were considered mid-ranked.

Selection-out

Then came the intellectually and emotionally most difficult duty of a promotion panel member: selecting those low-ranked whose records indicted they should be referred to the Performance Standards Board for consideration for selection-out for, as the precepts say, "failing to maintain the standards of performance for their class."

Rather than a relative judgment, as for low-ranking, this was to be an *absolute* determination that an officer simply wasn't hacking it. Not that he or she couldn't meet the standards, or wouldn't in the future, or that there weren't extenuating circumstances—those were determinations for the standards board to make. We saw ourselves, in legal terms, not as a judge and jury: We were to establish only a *prima facie* case, leaving it to the standards board to decide whether the case was justified. And even a standards board decision that an officer should be selected out would not necessarily be final, we knew; administrative appeals and even court cases are possible.

To do this, we first made our own, individual decisions about which of the low-ranked officers warranted referral to a standards board, then compared notes. While only a majority was needed, we found general unanimity. Nonetheless, recognizing the potentially career-ending significance of our findings, we discussed each case in depth, often with one of us playing "devil's advocate," to ensure as fair and proper a decision as possible.

Then it came time to write all the many statements required by the decisions we had made. In the process, an interesting and important thing happened which to my mind proved the essential fairness of the selection board system.

'We couldn't justify'

As we drafted, we discovered that some of our decisions were wrong, because we couldn't justify them. For example, referral to a standards board calls for a multipage review of the officer's career, "a balanced presentation [quoting the precepts] of the member's strengths and weaknesses, citing specific examples and as appropriate, quoting from the performance record." We found in one case that our consensus that an officer deserved referral couldn't be documented. Therefore, our consensus was impressionistic and wrong. We also agreed that a few nominations for meritorious increases, a couple of low-rankings and several comments on rating and reviewing officers couldn't be reduced to paper and consequently weren't well-grounded.

Our last drafting exercise was a memorandum for the director general of comments and recommendations about State's personnel system, particularly the promotion process. Each of us submitted suggested language, which our chairman drew together. Topics ranged from the sublime (expressions of misgivings about the availability and usefulness of counseling for FSOs where interpersonal problems seemed to underlie professional difficulties) to the mundane (the need for more WANGs and better air-conditioning in the panels' meeting rooms).

Our full report went to director general Vest on August 13. We met with him and his deputy, Herman J. Cohen, two days later. Both had read our full submission and were concerned by our comments on counseling in the general memo. Each wanted to know more.

Encore?

We also noted a consensus that, while each of us was honored to have been selected to serve on a selection board, we might not volunteer to repeat; yet, if asked, it would be a responsibility difficult to turn down. I doubt any one of us, anyone who might serve on a panel, would consider himself or herself not to be better for the experience. I for one learned much: I found it an opportunity to flesh out from an unusual perspective knowledge of State Department "familial" relationships (as opposed to its formal, bureaucratic structure) in the formation and execution of U.S. foreign policy.

And I hope this article contributes to knowledge of how the selection boards work, so that they—and State's personnel system as a whole—might work better. ■

How to pay for college with U.S. bonds

Under the Internal Revenue Code, up to $1,000 in unearned income may be accumulated without a tax liability. Assuming that they have no other unearned income, each of your children could own bonds earning up to $1,000 interest per year without taxation. Or when cashing bonds for college expenses, no tax is due if the child's income and interest on bonds cashed each year are less than the exemption. No matter how you figure it, U.S. savings bonds make saving for college more than just an educated guess. □

Life in the Civil Service

On being a tracer of long-missing persons

It's the lot of a librarian

BY STEPHANIE ELLQUIST-BIANCHI

CONSIDER, for a moment, that you are working in the Department Library. Imagine then the difficulty of trying to find a photograph of a consular officer who has been dead for 50 years—a man of achievement within the diplomatic service but little known outside it. The challenge of finding not just one such photograph—but 14 of them—fell to me when the U.S. consulate in Shenyang (formerly Mukden), China, reopened. The staff there asked the Library to find photographs of each of the principal officers who had served in Shenyang. The consulate had opened in 1904 and closed in 1949; it wanted the photographs for a permanent display. Then, no sooner did I complete this task, than the Shanghai consulate asked me to do the same. This one had opened in 1847 and had had 26 consuls general before closing in 1950.

The first thing I discovered as I started my search, hunting for any biographical scrap that could turn into a lead on where a photo might be, was that intriguing bits of history have a way of cropping up. For example, people weren't necessarily more honest in listing their qualifications 50 years ago than they are today. I found that one consul from Mukden claimed in "Who's Who in America," to have an advanced degree from an Ivy League university, but the university has no record that he so much as audited a single course there.

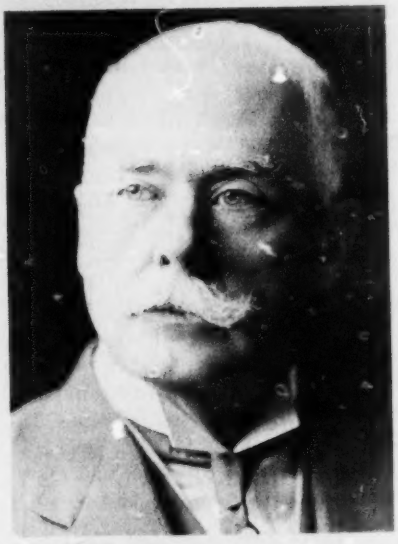
There's a particularly interesting bit of history attached to John N. Myers (Shanghai 1876–77). He resigned as state senator for Nebraska to accept an appointment as consul general to Shanghai. There he seems to have run afoul of his immediate predecessor, George Seward (nephew of William Seward, Lincoln's Secretary of State, and cousin to Frederic Seward, an assistant secretary of state), who had been posted as minister to Peking. It seems that a preacher in Shanghai had said some uncomplimentary things about Mr. Seward in a Sunday sermon, which subsequently inspired an editorial in a local paper about Mr. Seward's having released an infamous pirate named Benjamin Pease "without examination."

George Seward *(from the "National Cyclopaedia of American Biography," Volume 7)*

'Libel!'

Mr. Seward evidently believed that the ultimate source had been Mr. Myers, whom he accused of having libeled him. So Mr. Seward used his influence in Washington to get Mr. Myers dismissed as consul general. Mr. Myers wrote a protest, a copy of which I found in the Department Library, attesting to his innocence and detailing a long list of particulars in which he claimed Mr. Seward's actions and those of his subordinates in Shanghai had been, at worst, downright illegal and unethical or, at best, incompetent.

Mr. Myers said that Mr. Seward's misdeeds included missing or forged records, embezzled funds, owning and operating several brothels in Shanghai, and generally using his position to quite spectacularly increase his own personal fortune. I was later told by a historian at George Washington University that some years later Mr. Seward's activities in China were investigated by two former generals. Mr. Seward quietly resigned, but Mr. Myers and other consular officers, whose careers Mr. Seward had ruined, were never reinstated.



Thomas Sammons

Another interesting case for me turned out to be that of Thomas Sammons (Shanghai 1913). Although we had good biographical information about him and although his family was prominent, there didn't seem to be a picture of him in the public record. Everywhere I turned, I struck out. Even my call to the Albany Law School Library, to see whether his picture had appeared in a yearbook, was fruitless. He had graduated three years before they published their first yearbook.

But I finally connected. From the biographical information on him, I found that his son, Wheeler, had been owner and editor of Marquis' "Who's Who in America." A call to the Marquis organization uncovered an old hand who remembered that Wheeler Sammon's daughter, Elizabeth Connor,

Stephanie Ellquist-Bianchi in the Department Library. *(Photo by Ann Thomas)*

had died a few years ago in Minocqua, Wisc. Directory assistance in Minocqua turned up a Connor who happened to be the great-grandson of Thomas Sammons. He not only had pictures of Thomas Sammons, but also had the diplomat's diaries from part of the time he was in the Orient. These diaries were of particular interest to State's Office of the Historian, which is currently doing histories of Shanghai and other prominent posts.

Occasionally, it isn't clear whether you've got a picture of the person you want or a picture of another person with the same name. Typically, most photo archives simply put the pictures in a folder. Written on the back of the photo will be whatever was there when the picture was acquired—most often only a name, sometimes a date or title. Fortunately, many diplomats in the past have had distinctive names, but this wasn't always the case.

Which Fred Fisher?

The Library of Congress, for example, has a file with several photos of a Fred Fisher—but is this the same Fred Fisher who was consul at Shenyang from 1909 to 1923? The photos are from the correct time period, and were taken in Baltimore in a year when Mr. Fisher was stationed in Washington; so he could conceivably have gone to a studio in Baltimore. But a search in the New York Times turned up another Fred Fisher, a prominent musician, alive at the same time, and an obituary photo revealed this to be the Fred Fisher whose photos are at the Library of Congress.

I was finally able to locate a snapshot of consul Fred Fisher at the Oregon Historical Society that, according to information on the back of the snapshot, was taken during a later tour of duty in France. (Note: If you ever find yourself donating old photos to a library or an archive, *please* be kind to future researchers and write all pertinent information on the back of the photos.)

Using any scrap of biographical data available, I called or wrote to state and local historical societies for both the state of the person's birth, if known, and the state from which he was appointed. I also talked with librarians and photo archivists in state libraries, state university libraries, the libraries of the person's alma mater (if he had one), public libraries, and a host of other institutions. I found that sometimes small-town newspapers have archives they will check, although city newspapers rarely extend this courtesy. Often, someone at one of these places will know of an amateur local historian, or of a relative of the consul who might have photos. These people were usually very agreeable and more than willing to help a librarian from the Department of State on her 37th call.

Fingers do the sleuthing

In the case of Albert Pontius, appointed from Minnesota to Shenyang in 1919, I was reduced to contacting all the Pontiuses in the St. Paul and Minneapolis phone books, to ask if they were by any chance relatives of Albert Pontius. Eventually, I found an elderly second cousin of Mr. Pontius who contacted other members of his family and was able to send me a beautiful color portrait.

The greatest trick is to inspire someone to go the extra mile for you, because so many places are so badly understaffed that they cannot do so routinely. But, with luck, some librarian or archivist will take enough interest to page through a thick, unindexed, dusty volume to find the one picture that exists in the entire public record, as did a Nebraska librarian who found the tiny picture of John N. Myers for me.

It took several months, but I finally located pictures of each of the 14 former consuls general of Shenyang. Shanghai proved more difficult; and 3 of the 26 have proven elusive. Would any STATE reader happen to have a picture of William L.G. Smith, Buffalo, N.Y., lawyer and consul to Shanghai 1858–1861; or of Robert Creighton Murphy of Columbus, O., consul 1853–1858; or of David Haworth Bailey of Cincinnati, O., and Leavenworth, Kan., lawyer and journalist, and consul 1879–1880? ■

Ask Dr. Dustin

I THINK it would be worthwhile to use this column to discuss the medical aspects of the separation/retirement process, due to the somewhat more than customary interest in retirement issues at this time. Dr. Frank V. Keary, who is one of the examining physicians on my staff, is also the assistant medical director for domestic programs. Disability retirement evaluations and recommendations are handled by his office. He has provided much of the information for this article.

All employees and eligible dependents who have ever accompanied an employee abroad, and who have been entitled to participate in the Foreign Service Medical and Health program, must complete a separation physical examination. The exam should be completed at least 30 days prior to separation if the individual is in the United States, or 60 to 90 days before separation if overseas. These details are outlined and augmented in the Foreign Affairs Manual (3 FAM 684.2c). This examination is important since it becomes a major element in any future claims against the U.S. Government related to the individual's service.

In essence, the terms separation physical examination and retirement physical examination are synonymous, except that it must be understood that *only employees* of State, AID, USIA, the Foreign Agricultural Service, the Foreign Commercial Service and the Peace Corps are eligible to apply for disability retirement. These employees fall under the Title 22 appointment authority of the Foreign Service Act of 1980.

People on my staff are frequently asked what should be done if an individual is retiring at a post without the facilities to complete a thorough physical examination. Our response is that the individual may obtain the examination form from the personnel office at post, and fill out the personal identification section of the forms and as much of the personal history portion as indicated. This activity should be noted by the personnel officer as indicative of the retiree's full intent to comply with the regulations. Retirement/separation processing may then proceed. Completion of the examination may await return to the United States, to our examination clinic or at competent private medical facilities elsewhere in the United States or abroad. The exam should be completed as soon as possible, certainly within 90 days of the actual separation date. Note that travel to and per diem in Washington or any other location isn't allowable for the sole purpose of obtaining physical examinations. In any case, it's in the examinee's interest to be sure that the exam is complete, well-recorded and sent via reliable means to the Office of Medical Services.

Under congressionally-mandated regulations (3 FAM 672), medical disability retirement is awarded to an officer who becomes totally disabled for useful and efficient service while serving in the Foreign Service (in the United States or abroad). There's no provision for partial disability. Some compensation for a partial disability may be granted under special circumstances (such as late-occurring complications of a tropical disease) by the Department of Labor's Office of Workers' Compensation, but this isn't a part of the medical disability retirement system of the Foreign Service.

Usually, a medical disability request is made at the time of retirement, but there's a provision for applying up to one year after a regular retirement. This could help an employee who was psychologically unable or unwilling to make application at the time of retirement. *However, the qualifying disability must have been present at the time of separation.*

To establish total disability, the employee should submit or have submitted the necessary information for eligibility determination. This includes his or her own statement, medical records and the superior officer's statement. Forms for this purpose are available in the Retirement Division, where the process customarily begins. The most critical information will be the medical documentation from the examining physician, consultants and hospital records. The Retirement Division gathers these documents and submits them to my office. If the case is clear-cut, a firm opinion can be made by a single physician. This opinion is submitted to me, and I may concur or overrule the recommendation. I then forward the recommendation to the director general of the Foreign Service for a final decision. That decision is forwarded to the individual.

If the decision is unfavorable, the requestor has the right to appeal. When this occurs, three separate physicians must conduct a review of the case. One physician can be named by the individual. A majority opinion is rendered and forwarded through the same channel, and again a final decision by the director general is made and forwarded to the individual.

Certain post-separation medical benefits are also available under the provisions of 3 FAM 688. Space doesn't permit discussion of them in this issue, but questions regarding them will be answered in future columns, as will questions regarding the information presented here. □

Alcohol Awareness Program

'Drunk the night before'— at the boss' residence

BY A FOREIGN SERVICE OFFICER

Entering the office of the deputy chief of mission that morning seemed like the worst moment of my life. Drunk at his residence the night before, I felt humiliated; I was afraid he would confront me about my drinking. I was right. He did.

I had been having problems with alcohol for some time before this incident. Things were getting out of control. I seemed to be drinking every day and getting drunk once or twice a week. Blackouts (inability to remember what happened last night) were becoming common. I could no longer sleep through the night, waking at 3 a.m. and needing a drink to get back to sleep. Hangovers sometimes were so severe I needed a morning drink to go

to work on. I stayed dry at the embassy, suffering through receptions on a single drink and hiding my problem until I could get home to drink alone. My wife, terrified by what was happening to us, urged me to do something. I would always try, resolving sincerely to control my drinking, but somehow my actions couldn't match my intentions, no matter how sincere. I couldn't believe that drinking was the basic problem—there had to be something else. After all, I would tell myself, I was an FSO receiving good performance ratings, and was just too successful to be an alcoholic.

Closing the door to his office, the DCM talked to me—with compassion— about my drinking problem, and suggested I agree to treatment. Unable to sense his compassion, I felt only fear. Marked as I was now as an alcoholic, my career would be destroyed. But if I refused help, they might fire me on the spot. I blurted out that I would agree, and a few days later I entered a residential treatment facility.

What ensued can't be described; it has to be experienced. It wasn't pleasant, but it may well have saved my life. I was confronted with the reality of my life, learned about the nature of my disease, and was able to admit to my alcoholism, that I am powerless over alcohol and that my life had become unmanageable. I gained a beginning experience in sobriety and began to take the first steps that enable me to live my life comfortably sober. Since leaving treatment, the continuum which started there continues in Alcoholics Anonymous. In AA I've met priests, engineers, judges, businessmen and even diplomats. With their help, I've been able to accept my disease. I know it's O.K. to be an alcoholic. Since AA has worked for them, and I seem to be just like them, I have become willing to try doing things their way.

In my so doing, my life has begun to change. I've come to realize that I was never successful as a drinker. I was successful at my job; my personal life was a shambles. Now I'm beginning to feel good about myself and am confident in my sobriety. Not drinking has ceased being a struggle and has become part of a daily living pattern that makes me comfortable. I have representational duties in my work, and handle these remaining sober, without problems. I've discovered my alcoholism isn't in a bottle; it's in me. My fear of the DCM and all the others who led me into treatment was misplaced. They had believed in me all along. The only one who hadn't believed in me was I.

I haven't yet uncovered any great talent for economic diplomacy that had been masked by alcohol. I'm getting the same good evaluations I'd been getting before. But now it takes only 8 hours of work a day instead of 12. I've discovered time for myself and my family, and my life is filled with the love of my wife and little boy. We do things as a family, and I've rediscovered the joy of sailing, picnics and a day at the beach. I have found friends, am active in AA and enjoy it. I've caught up with my reading and am active in the Foreign Affairs Council and the World Trade Association. I'm doing all those things I always wanted to do but never had the time for. AA has put me on a path of personal and spiritual growth that enables me to look forward to an exciting, purposeful and productive future.

If you're anything like me and are too successful to be an alcoholic, give yourself a break. Stop working on the problem and try working on the solution. Alcoholism is an attitudinal disease, and AA is an acronym for altered attitudes.

If you think you have a problem with alcohol, get in touch with the Alcohol Awareness Program, Department of State, 647-1843 or 647-8804. Regulations require that all contacts with the program be handled on the basis of medical confidentiality. □

Plain talk about handling stress

BY DR. LOUIS E. KOPOPLOW

You *need* stress in your life! Does that surprise you? Perhaps so, but it is quite true. Without stress, life would be dull and unexciting. Stress adds flavor, challenge and opportunity to life. Too much stress, however, can seriously affect your physical and mental well-being. A major challenge in this stress-filled world of today is to make the stress in your life work *for* you instead of against you.

Stress is with us all of the time. It comes from mental or emotional activity and physical activity. It is unique and personal to each of us. So personal, in fact, that what may be relaxing to one person may be stressful to another. For example, if you're a busy executive who likes to keep busy all the time, "taking it easy" at the beach on a beautiful day may feel extremely frustrating, nonproductive and upsetting. You may be emotionally distressed from "doing nothing." Too much emotional stress can cause physical illnesses such as high blood pressure, ulcers or even heart disease; physical stress from work or exercise is not likely to cause such ailments. The truth is that physical exercise can help you to relax and to handle your mental or emotional stress.

Hans Selye, M.D., a recognized expert in the field, has defined stress as a "non-specific response of the body to demand." The important issue is learning how our bodies respond to these demands. When stress becomes prolonged or particularly frustrating, it can become harmful—causing *distress* or "bad stress."

Recognizing the early signs of distress and then doing something about them can make an important difference in the quality of your life and may actually influence your survival.

Reacting to stress

To use stress in a positive way and prevent it from becoming distress, you should become aware of your own reactions to stressful events. The body responds to stress by going through three stages: (a) alarm, (b) resistance, (c) exhaustion.

Let's take the example of a typical commuter in rush-hour traffic. If a car

suddenly pulls out in front of him, his initial alarm reaction may include fear of an accident, anger at the driver who committed the action and general frustration. His body may respond in the alarm stage by releasing hormones into the blood stream which cause his face to flush, perspiration to form, his stomach to have a sinking feeling and his arms and legs to tighten. The next stage is resistance, in which the body repairs damage caused by the stress. If the stress of driving continues, however, his body will not have time to make repairs. He may become so conditioned to expect potential problems when he drives that he tightens up at the beginning of each commuting day. Eventually, he may even develop one of the diseases of stress, such as migraine headaches, high blood pressure, backaches or insomnia. While it is impossible to live completely free of stress and distress, it is possible to prevent some distress as well as minimize its impact when it can't be avoided.

Helping yourself

When stress does occur, it is important to recognize and deal with it. Here are some suggestions for ways to handle stress. As you begin to understand more about how stress affects you as an individual, you will come up with your own ideas of helping to ease the tensions.

Try physical activity. When you are nervous, angry or upset, release the pressures through exercise or physical activity. Running, walking, playing tennis or working in your garden are just some of the activities you might try. Physical activity will relieve that "up tight" feeling, relax you and turn frowns into smiles. Remember, your body and your mind work together.

Share your stress: It helps to talk to someone about your concerns and worries. Perhaps a friend, family member, teacher or counselor can help you see your problem in a different light. If you feel your problem is serious, you might seek professional help from a psychologist, psychiatrist or social worker. Knowing when to ask for help may avoid more serious problems later.

Know your limits: If a problem is beyond your control and cannot be changed at the moment, don't fight the situation. Learn to accept what is—for now—until such time that you can change it.

Take care of yourself: You are special. Get enough rest and eat well. If you are irritable and tense from lack of sleep or if you are not eating correctly, you will have less ability to deal with a stressful situation. If stress repeatedly keeps you from sleeping, you should ask your doctors for help.

Make time for fun: Schedule time for both work and recreation. Play can be just as important to your well-being as work; you need a break from your daily routine to just relax and have fun.

Be a participant: One way to keep from getting bored, sad or lonely is to go where it's all happening. Sitting alone can make you feel frustrated. Instead of feeling sorry for yourself, get involved and become a participant. Offer your services in the neighborhood or volunteer organizations. Help yourself by helping other people. Get involved in the world and people around you and you'll find they will be attracted to you. You're on your way to making new friends and enjoying new activities.

Check off your tasks: Trying to take care of everything at once can be overwhelming, and as a result you may not accomplish anything. Instead, make a list of tasks you have to do, then do them one at a time, checking them off as they're completed. Give priority to the most important ones and do those first.

Must you always be right?: Do other people upset you, particularly when they don't do things your way? Try cooperation instead of confrontation; it's better than fighting and always being "right." A little give and take on both sides will reduce the strain and make you both feel more comfortable.

It's O.K. to cry: A good cry can be a healthy way to bring relief to your anxiety, and it might even prevent a headache or other physical consequence. Take some deep breaths; they also release tension.

Create a quiet scene: You can't always run away, but you can "dream the impossible dream." A quiet country scene painted mentally, or even on canvas can take you out of the turmoil of a stressful situation. Change the scene by reading a good book or playing beautiful music to create a sense of peace and tranquillity.

Avoid self-medication: Although you can use drugs to relieve stress temporarily, drugs do not remove the conditions that caused the stress in the first place. Drugs, in fact, can be habit-forming and create more stress than they take away. They should be taken only on the advice of your doctor.

The art of relaxation

The best strategy for avoiding stress is to learn how to relax. Unfortunately, many people try to relax at the same pace they lead the rest of their lives. For a while, tune out your worries about time, productivity and "doing right." You will find satisfaction in just *being*, without striving. Find activities that give you pleasure and that are good for your mental and physical well-being. Forget about always winning. Focus on relaxation, enjoyment and health. *Be good to yourself!*

(From the U.S. Department of Health and Human Services, via the Foreign Service Journal) ■

CATCH THE SPIRIT
Combined Federal Campaign
OF GIVING

Wife of budget officer gets heart and lung transplants

12-year-old boy was the donor

IN BALTIMORE, a 12-year-old boy died of an accidental gunshot wound on May 21. That same day, Johns Hopkins University Hospital began searching for a compatible heart and lung donor to save the life of Namika Snow, the 39-year-old Japanese wife of Robert Snow, a budget officer in the Bureau of Administration's Executive Office. And the next day, the boy's heart and lungs were successfully transplanted to Ms. Snow's body, ending nearly eight years of illness for her and beginning a new life for the Snows.

Ms. Snow, who had been working at the Japanese embassy in Washington, showed no signs of illness when she married Mr. Snow in 1977. "But by 1978, I knew something was wrong," he told STATE. "We were always very athletic, but she started to feel winded when she was coming up the stairs. One day she collapsed on the tennis court. The thing that threw us off was that the first doctor we saw had said she probably needed *more* exercise.

"Then in July 1980, we were planning a trip to visit my parents in Colorado. I was worried about the effect that the high altitude might have on her, so we went to a cardiologist. He diagnosed her disease as primary pulmonary hypertension. I called him for an explanation, and I was floored when he said there was nothing that could be done."

Primary pulmonary hypertension is a rare disease that impedes the vascular flow through the lungs, and makes the heart overwork and stretch itself. The cause is unknown; there was no treatment when Ms. Snow was diagnosed. But the following March, Stanford University Hospital performed a successful heart/lung transplant on a 42-year-old woman with the same disease.

"We followed that case in the newspapers and saw a lot of hope," said Mr. Snow. "Then in 1983, we heard that the transplant team from Stanford had come to Johns Hopkins. In 1984 my wife had to quit working because of her health and, in 1985, we went to Johns Hopkins. But the doctors thought that her condition wasn't bad enough for the operation. They don't take patients unless they're within six months of death. And her other health factors were good, so they said it wasn't time yet."

Robert and Namika Snow. (Photo by Robert E. Kaiser)

Critical stage reached

But last April, Ms. Snow went into a period of rapid deterioration and was hospitalized for two weeks. Her cardiologist recommended that she contact Johns Hopkins again as soon as possible.

"We went to Johns Hopkins the first week of May, and all the transplant team members agreed that now was the time for the operation," said

Mr. Snow. Namika gave her consent on May 20 and, on the 21st at 3 p.m., they called and said that her name and physical characteristics had been entered into a computer that would match her with a donor. They said we should expect to wait as long as 18 months for a donor. But we got a call at 9:30 that same evening. A 12-year-old boy with her blood type had died that same day, and they kept him on a resuscitator and transfered him to Johns Hopkins that evening. Even though we didn't hear from the hospital until that evening, the match was actually made just one-half hour after my wife's name was entered into the computer."

The Snows went to the hospital that same day and the operation took place the next day. But about a week later, Mr. Snow received a call at work from the hospital. He said: "Namika had developed fluid in the lungs and had gone into respiratory distress, so they put her on a respirator. But she continued to get worse. By the time I got to the hospital, she was in the operating room. That was the most critical night of all. We didn't know if she'd make it. She was breathing completely by respirator. Her mother and sister and I slept in the waiting room. But by morning she was much better."

Back on the bike

Ms. Snow came home on June 27. A viral infection sent her back to the hospital for 10 days in July, but she was home again on July 17. "Already she's able to do some athletic things again," said Mr. Snow. "We went out on bikes last weekend and she did very well and enjoyed it. She exercises twice a day on a stationary bike, and we plan to go skiing this winter. And she can fly right up the steps now."

Mr. Snow feels a great relief both at home and in the office. "Before the operation, I didn't have peace of mind in the office. I was always worried about her. But the people here knew she was sick and were supportive, generous and reassuring. They offered to transport me and my family to the hospital, and called me there several times. And my supervisor, Pauline Taminini, called Consular Affairs to help expedite a passport and visa for my sister-in-law, who wanted to come from Japan when she heard about the operation."

Ms. Snow is the first Japanese person to receive a heart/lung transplant, and the first Japanese woman to receive a heart transplant. The Snows have contacted the Japanese press to tell of their experience and to encourage the Japanese to become involved with saving people's lives through heart/lung transplants. The Tokyo Broadcasting System is planning an hour-long program on heart/lung transplants featuring Ms. Snow. ■

Fish poisoning: A potential problem

(From the Foreign Service Medical Bulletin)

Ciguatera is a form of poisoning caused by eating fish such as red snapper, grouper, barracuda, amberjack, surgeonfish, sea bass and a wide variety of other tropical reef fish. Ciguatera is derived from the single-celled marine plant, *Gambierdiccus toxicus*. The toxin is ingested by herbivorous fish, which are in turn ingested by larger carnivorous fish in whose organs and flesh the toxin is concentrated. Larger-sized fish (such as would be served in restaurants) contain higher concentrations of ciguatoxin than smaller fish.

The presence of the toxin in fish is unpredictable and episodic, but it often follows storms, earthquakes and other natural or man-made disturbances of the coral reef system. In the Caribbean, ciguatera fish poisoning has been reported recently in the residents of the visitors to the U.S. Virgin Islands, the U.K. Virgin Islands, Puerto Rico, the Bahamas and Nevis. However, the potential for ciguatera poisoning exists in all subtropical insular areas of the West Indies, and the Pacific and Indian Oceans where the implicated fish species are consumed.

Ciguatera poisoning may produce gastrointestinal and neurologic symptoms, shock and, infrequently, death. Among the more common symptoms are diarrhea, vomiting, abdominal cramps, sweating, chills, prostration, muscle and joint pain, paralysis, reversal of hot and cold sensation, tingling or numbness of the mouth, dizziness, and blurred vision or temporary blindness. In more severe cases, cardiovascular collapse or respiratory failure may occur. Neurologic symptoms may persist for weeks or months.

There is no practical way for consumers to identify affected fish since the appearance, smell and taste are unchanged (although a slight metallic taste may occasionally be noticed). Since the toxin is heat-stable, cooking does not make the fish safe to eat. The only effective preventive measure is to abstain from eating red snapper, grouper, barracuda, amberjack, surgeonfish, sea bass and other tropical reef fish. Because the nature of the symptoms may produce diagnostic confusion, it is important for travelers who may have eaten the implicated fish and who develop symptoms compatible with ciguatera fish poisoning to remember to inform their physicians of the exposure to tropical reef fish. The treatment is symptomatic.

Foreign Service Physicians and Nurse Practitioners whose clientele may be exposed to this toxin should be aware of the symptomatology.

(The foregoing was prepared by the U.S. Center for Disease Control in Atlanta.) □

Grievance Actions

Retaliation claim is dismissed

(G-015(5))—The grievant, a career candidate with the agency for several years, declined an assignment to post on the grounds that his several years' experience qualified him for a more responsible position; that the proposed assignment was suitable only for untenured career candidates; and that, as such, it would make it unlikely for him to achieve tenure.

The grievant subsequently submitted his resignation from the Foreign Service, giving as his reasons the agency's denial of an earlier board recommendation for tenure, and agency insistence on placing him in a two-year assignment to a post suitable only for untenured career candidates. At the same time, he filed a grievance with the agency, charging constructive discharge. In a later submission offered as a supplement to the grievance, he charged that the agency had denied him permission to withdraw his resignation, and that the handling of that resignation was such that it constituted retaliation for his having pursued grievance proceedings earlier.

The agency denied the constructive discharge allegation. It also contended that the charge of retaliation was not a supplement to this grievance, but a separate issue raised after the grievant's resignation properly took effect. The agency said that the board lacked jurisdiction since the grievant was no longer a member of the Foreign Service when he raised that claim, and it was not grievable under the pertinent regulations.

The board found that the claim of reprisal was first raised after the effective date of the grievant's resignation, when he was no longer a member of the Foreign Service and therefore not entitled to file a grievance on the issue of reprisal. As a result, the board held there were no cognizable issues before it, and the grievance was denied. □

Special annuity: only if you're forced to retire

(G-038(5))—In the last year of his time-in-class as a Senior Foreign Service officer, the grievant was granted a three-year limited career extension. On the grounds that it takes two to make a contract, he proposed to decline the extension and to apply for retirement with an immediate annuity. As he was under 50, he would not normally have qualified for such an annuity. He claimed, however, that the Foreign Service Act of 1980 specifically provided for an immediate annuity without regard for the age of officers separated for time-in-class expiration. That would be his situation, he argued, after he declined the extension.

His agency denied his grievance, stating that his time-in-class had not expired but rather had been extended for an additional three years by the agency's granting of limited career extension. It claimed that he could not qualify for the special immediate annuity provision applicable only to persons being retired involuntarily. Having been granted the limited career extension, the agency said he could not decline it and then claim that he was being forced to retire. If he wanted to leave the Service prior to reaching 50, the only choice open was for him to resign, thereby qualifying for a deferred annuity commencing at 68.

The board agreed with the agency and denied the grievant's claim. It ruled that both the letter and the spirit of the 1980 act showed a clear intent by the drafters that the special immediate annuity was meant to ameliorate a hardship imposed on those forced to retire before age 50, and not to provide a special benefit for those not forced to retire but who wanted an immediate annuity. □

The articles in this section are summaries of Foreign Service Grievance Board decisions, in cases brought by employees of State, AID and USIA. The board, in issuing the summaries, has taken care to protect the identity of grievants. For example, the employing agency and overseas posts are not identified except where sense demands it. Also, as rule, only the masculine pronoun is used. The numbers are sequential, assigned to each case as it was received by the board. Headlines are by the STATE *editorial staff.*

Interpersonal skills: really important

(G-061(5))—The grievant, who was separated from the Foreign Service for lack of tenure, claimed that several falsely prejudicial efficiency report comments, together with certain procedural errors, were the cause of his not receiving tenure. He asked that the claimed errors be corrected and that he receive a new appointment, to permit his performance to be reviewed by two additional tenure boards.

The most damaging comments in several reports had to do with the grievant's relative lack of skill in interpersonal relations. He challenged both their accuracy and the seeming fact that they had been given too much weight by the tenuring boards which passed him over, especially when contrasted with his admittedly very superior performance in all of the functional tasks he had performed.

The board found that most of the comments were not falsely prejudicial, and were adequately documented. The board agreed that the tenure boards in all likelihood gave great weight to the critical comments about the grievant's lack of interpersonal skills, as they should have under their mandate to give paramount consideration to a candidate's potential for serving successfully across the normal span of a Foreign Service career. It noted that the weaknesses commented on found a continuing pattern in a variety of work settings over several years, involving three different sets of raters and reviewers.

The several alleged procedural errors that were grieved—no counseling statements from the tenure boards, lack of language training, assignment to tenured officer level position—while having some merit in the board's view, were not substantial factors in his not having been granted tenure. The grievance was denied. □

Medical cost grievance fails; it was tardy

(G-091(5))—During the grievant's assignment at post, his dependent was returned on medical evacuation to Washington, and was granted a conditional medical clearance to return to post with the apparent understanding that the dependent would receive continued medical therapy. The grievant's medical insurance carrier paid part of the costs of the treatment. The grievant requested reimbursement from his agency for the remainder. The request was denied on the grounds that the treatment had not involved hospitalization and, therefore, was not reimbursable under the provisions of the governing regulations: 3 FAM 685.1c. When the grievant contested this decision in a grievance, his agency said the grievance was barred from consideration because it had not been filed within the required three years. The grievant then appealed to the board.

The Foreign Service Act provides an exception to the three-year limit for filing a grievance only when a grievant is unaware of the grounds for the grievance and could not have discovered such grounds through reasonable diligence. The board concluded the grievant's contention that he was unaware of the three-year exclusionary rule was an inadequate basis for setting aside the stringent time requirement imposed on the grievance process; and the fact that he was holding informal discussions within the agency was insufficient justification for setting aside the time limits at issue. Consequently, the board decided it did not have jurisdiction over this grievance. □

Education allowance is ordered paid

(G-096(4))—The grievant placed his children in an international school at post, in preference to the U.S.-financed school, because the parents felt the children did better educationally and psychologically at the international school. But because the grievant was required to live within the district served by the U.S. school, he could not receive an educational allowance. He sought an exception on medical grounds, and submitted psychological evaluations from two local specialists, one of whom was an adviser to the American community. Washington denied his request because the evaluations did not show a compelling prognosis that medically-based harm would result, and that the U.S.-financed school did not certify that it would not meet the children's needs.

The board found the Washington decision too narrowly focused, and that it overlooked the evidence of past and potential harm resulting from an inadequate educational environment. In addition, although the U.S.-financed school had not certified its inability to meet the children's needs, one of the evaluators familiar with the school advised that the only school that could meet the children's needs was the international school. The board found this to be an adequate certification.

Finally, in ordering the educational allowance to be paid, the board said that, while an ambassador may indeed set housing policy, that authority could not be used to deprive the grievant of his right to receive the same consideration in a choice of schooling that was extended to others not required to live in certain housing. □

Staffer who's transferred wins pay claim

(G-097(1))—At issue was the interpretation of 3 FAM 222.3.3, dealing with the salary rates of Foreign Service staff employees who had transferred from the Foreign Service to another agency.

The grievant maintained that, since the regulations stated that such employees would be given the salary rate closest to but not lower than their previous salary rate, he should have been hired at the class and step which he held before the transfer. Instead, the grievant had been downgraded. The agency produced evidence demonstrating that it was its policy to hire career Foreign Service staff employees at no higher than a given class, regardless of previous experience, in order to protect promotion opportunities for staff employees already in its service.

The board found that the agency had not violated any policy or regulations in hiring the grievant at the specified class, since Section 222.3.3 deals with salary rates, not grades. The agency had the authority to determine the grade of those Foreign Service staff employees entering into its employ. However, in view of the many years of experience of the grievant, he should have been placed at the highest step in the class.

Thus the board directed the agency to (1) adjust retroactively to the date of the grievant's transfer his step in his class, and compensate him for the difference in salary for the period in which he remained in class, including appropriate salary and other adjustments for the period he has served at levels to which he was subsequently promoted. The board denied the grievant's request for a retroactive adjustment in grade. □

Leave is not used; it's lost

(G-102(4))—The grievant claimed that the needs of the Service caused him to forfeit several days of accrued leave in two successive years. His agency claimed that he failed to support his claim with documentation required by governing regulations.

The grievant's position was that his transfer from one post to another was postponed so he could remain at post as acting principal officer pending the arrival of a new principal officer. After he departed, he took some leave but was unable to use all that accrued because of the need to report for language training. After language training, he took as much leave as he reasonably could prior to reporting to his next post. Because he recently arrived at that post, he felt he could not apply for further annual leave. While at his new post, he was acting principal officer and was unable to schedule leave to be utilized before the end of the year. He

--(Continued on Page 65)

Education and Training

Schedule of courses at Foreign Service Institute

Program	Dec.	Jan.	Feb.	Length of course
Area studies				
Africa, sub-Sahara	—	26	—	2 weeks
East Asia	1	26	—	2 weeks
Latin America	—	26	—	2 weeks
Near East and North Africa	1	26	—	2 weeks
South Asia	1	26	—	2 weeks
Southeast Asia	1	26	—	2 weeks
USSR/eastern Europe	1	26	—	2 weeks
Western Europe	—	26	—	2 weeks
Language and advanced area courses				
Afrikaans	—	—	9	24 weeks
Amharic	—	—	9	24 weeks
Arabic (Egyptian and modern standard)	—	—	9	24 weeks
Arabic (formal spoken and modern standard)	—	—	9	24 weeks
Arabic (western and modern standard)	—	—	9	24 weeks
Arabic (formal spoken and modern standard) (advanced, in Tunis)	—	—	9	47 weeks
Bengali	—	—	9	24 weeks
Bulgarian	—	—	9	24 weeks
Burmese	—	—	9	24 weeks
Chinese (Cantonese)	—	—	9	24 weeks
Chinese (standard)	—	—	9	24 weeks
Czech	—	—	9	24 weeks
Danish	—	—	9	24 weeks
Dari (Afghan Persian)	—	—	9	24 weeks
Dutch	—	—	9	24 weeks
Farsi (Iranian Persian)	—	—	9	24 weeks
Finnish	15	12	9	20 weeks
French	15	—	9	24 weeks
German	—	—	9	24 weeks
Greek	—	—	9	24 weeks
Hebrew	—	—	9	24 weeks
Hindi	—	—	9	24 weeks
Hungarian	—	—	9	24 weeks
Icelandic	—	—	9	24 weeks
Indonesian	15	—	9	24 weeks
Italian	—	—	9	24 weeks
Japanese	—	—	9	12/15 months
Japanese (advanced, in Yokohama)	—	—	9	24 weeks
Korean	—	—	9	44 weeks
Korean (advanced, in Seoul)	—	—	9	24 weeks
Lao	—	—	9	24 weeks
Malay	—	—	9	24 weeks
Nepali	—	—	9	24 weeks
Norwegian	—	—	9	24 weeks
Pilipino (Tagalog)	—	—	9	24 weeks
Polish	15	—	9	24 weeks
Portuguese	—	—	9	24 weeks
Romanian	—	—	9	24 weeks
Russian	—	—	9	24 weeks
Serbo-Croatian	—	—	9	24 weeks
Sinhala	15	12	9	20 weeks
Spanish	—	—	9	24 weeks
Swahili	—	—	9	24 weeks
Swedish	—	—	9	24 weeks
Thai	—	—	9	24 weeks
Turkish	—	—	9	24 weeks
Ukrainian	—	—	9	24 weeks
Urdu	—	—	9	24 weeks
Vietnamese	—	—	9	24 weeks

—(Continued on next page)

Equal employment seminar scheduled for Nov. 14

The Foreign Service Institute is presenting a seminar on equal employment opportunity, for executives and supervisors, on November 14, 9 a.m.–4 p.m. The course will include information on employee rights and responsibilities, the concept of affirmative action, and equal employment opportunity laws, regulations, procedures and policies.

Supervisors in grades FS–1 through 5 and GS–9 through 15 are eligible to apply. Consideration will be given to supervisory employees in lower grades if space is available. Attendance will fulfill the requirement that all supervisory personnel attend such a training course. For information, call 235-8765 or 235-9404. □

Basic English course

"English and Communication Skills," a 40-hour course for clerical employees, will be offered by the Foreign Service Institute, November 17–January 7, on Mondays, Wednesdays and Fridays, 9 a.m.–11:30 a.m. The course is designed to improve Eng-

Solution to Diplo-Crostic No. 38

(See October issue)

Jane Howard. *Margaret Mead: A Life*

"Mead was sent to England by the O. W. I. to clear up a cultural misunderstanding about the American idea of a date. American GIs and their new English girl friends were not sure just who was supposed to be aggressive toward whom, and who better than Margaret Mead to set things straight!"

A.	Juggler	O.	Absent
B.	Athens	P.	Refugees
C.	Now and then	Q.	Either
D.	East is East	R.	Two by two
E.	Human Rights	S.	Mugwump
F.	Odd Man Out	T.	Europa
G.	Wigwams	U.	Ambassador at Large
H.	Andean	V.	Dishpan
I.	Rattled	W.	At hand
J.	Director General	X.	Lowdown
K.	Militia	Y.	In the west
L.	Architect	Z.	Foreign Service
M.	Radio	a.	East End □
N.	Ghostbusters		

lish usage, develop the ability to proofread typed copy, and provide instruction on the use of the dictionary and other standard reference manuals. Clerical employees in grades GS–3 through 5 are eligible. For information, call 235-8765 or 235-9404. □

For senior-level secretaries

A five-day career development seminar for senior-level secretaries and other support employees will be held November 4–7 and 10, 9 a.m.–5 p.m., at the Foreign Service Institute. Topics will include decision-making, controlling stress, setting goals and improving interpersonal relationships. The course is open to secretaries and other employees in support roles, in grades GS–7 and above, and Foreign Service secretaries in equivalent grades. For information, call 235-8765 or 235-9404. ■

Fund for U.S. employees

A Federal Employee Education and Assistance Fund has been established to assist Government employees of all ranks who lose their jobs, to provide scholarships for children of employees and to make emergency loans and grants under certain conditions to employees, their dependents or survivors. For information, write to the organization at P.O. Box 2811, Washington, D.C. 20013. The organization asks employees who have not yet contributed to the Combined Federal Campaign to write "FEEA" on their pledge cards. □

Combined Federal Campaign

CFC

—(Continued from preceding page)

Familiarization and short-term (FAST) courses				
Arabic, Egyptian	—	—	9	6 weeks
Arabic, formal spoken (replaces Gulf, Hijazi and Levantine)	—	—	9	6 weeks
Bengali	—	—	9	6 weeks
Chinese	—	—	9	6 weeks
French (metropolitan)	15	12	9	10 weeks
French (sub-Saharan)	15	12	9	10 weeks
German	15	—	9	10 weeks
Hindi	—	—	9	6 weeks
Icelandic	—	—	9	6 weeks
Italian	15	—	9	10 weeks
Japanese	—	—	9	6 weeks
Portuguese (L.A.)	15	—	9	10 weeks
Portuguese (European)	15	—	9	10 weeks
Russian	—	—	9	6 weeks
Spanish	15	12	9	10 weeks
Thai	—	—	9	6 weeks
Administrative training				
Budget and financial management	—	5	2	38 days
General services operations	—	5	23	35 days
Personnel management training	—	5	—	25 days
*Coping with violence abroad	1,15	5,20	2,17	1 day
Economic and commercial training				
Applied economics for foreign affairs	—	26	—	6 weeks
Orientation to overseas economic function	—	—	9	2 weeks
Executive development				
Supervisory studies seminar	—	—	10	3 days
Washington tradecraft	—	20	—	2 weeks
Political training				
Foreign affairs interdepartment seminar	—	12	—	2 weeks
Negotiation art and skills	8	—	—	1 week
Political functional intensive	—	5	—	4 weeks
Political tradecraft	—	5	—	3 weeks
Orientation				
Orientation for Foreign Service officers	—	—	2	9 weeks
Orientation for Foreign Service personnel	—	20	—	1 week
Orientation for Department officers	—	20	—	2 days
Department clerical orientation	8	12	23	7 days
Communications courses				
English and comm. skills (Section II)	—	—	3	40 hours
Effective writing for government	—	12	—	24 hours
Advanced writing for government	—	—	16	22 hours
Effective speaking and listening skills	—	12	—	24 hours
Equal opportunity seminar				
Management seminar on EEO for executives and supervisors	—	23	—	1 day
Communications workshops				
Correspondence formats	Schedule arranged			4-8 hours
OCR telegram preparation workshop	Schedule arranged			4 hours
Art of machine transcription	Schedule arranged			4-8 hours
Telephone techniques	Schedule arranged			4 hours
Preparation of travel vouchers	Schedule arranged			4 hours
Time and attendance workshop	Schedule arranged			4 hours
Proofreading	Schedule arranged			4 hours ■

**No longer available on a walk-in basis. Advance registration required.*

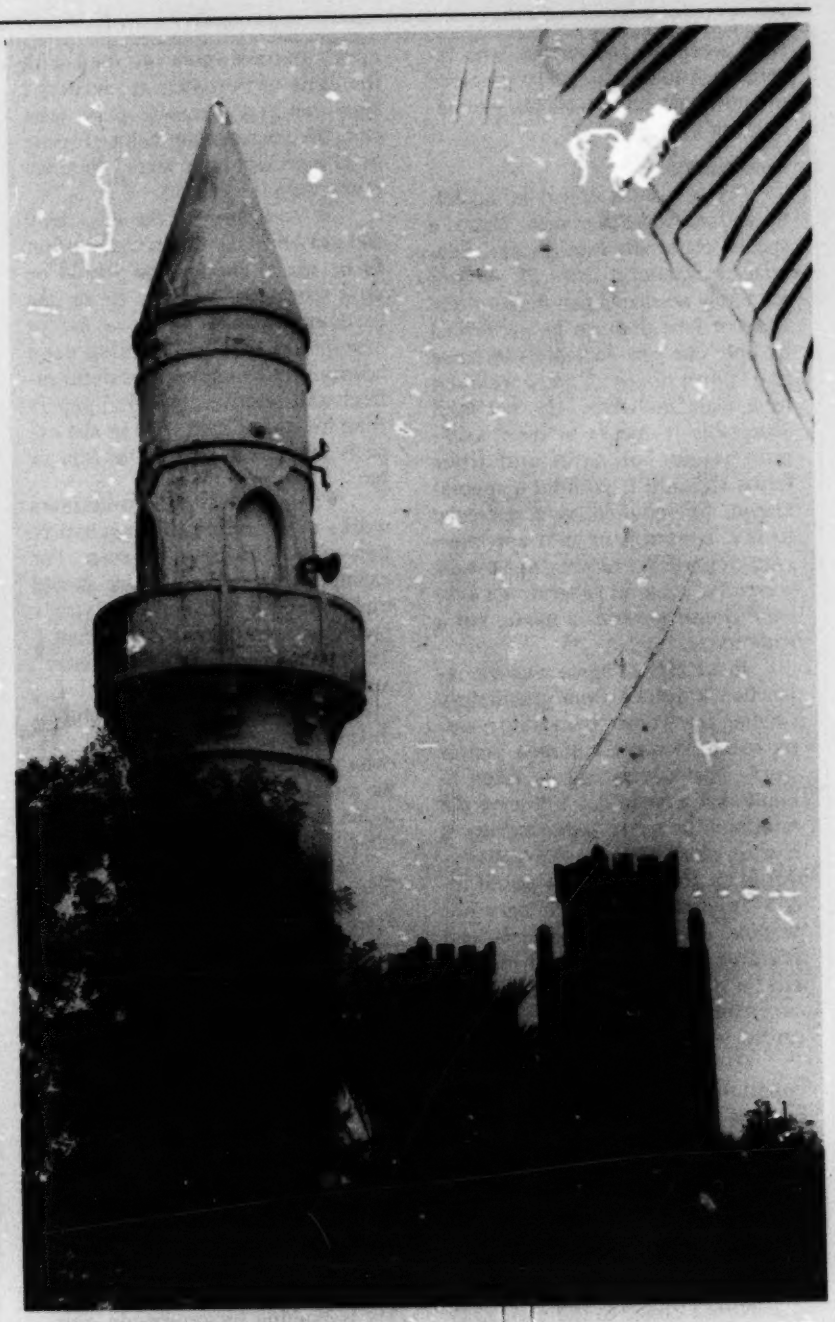
Copyright material has been deleted, not available for Microfiche Edition.

Post of the Month: Mogadishu

THIS COASTAL CITY is the capital of Somalia, the nation at the "horn" of Africa, east of Ethiopia. U.S. employees there and their families are featured as part of STATE's continuing series.

Ambassador *Peter S. Bridges* and President *Mohamed Siad Barre* cut ribbon to begin a construction project.

***Kathy Astala*, secretary to the ambassador.**



A minaret and church tower symbolize Somalia's long Islamic tradition and its brief period as an Italian colony.

Anthropologist *Steve Brandt* explains archeological excavations to embassy visitors. *(Photo by Louise Bedichek, USIA)*

AID's *Marion Warren*, *Pam Procella* and *Ray Carpenter*.

Villagers fill jugs and give water to their livestock.

Pauline and *Charlie Hagemann*, with *Matthew Bond*.

Musa Samaleh inspects a wheat shipment with the captain of the ship.

AID employees *Roger Garner* and *Hassan Habbad*.

Communicator *Jim Ford* helps out at a pancake breakfast.

Ed Aker and *Ernie Peterson* of AID.

Fulbright professor *Virginia Delancey*, deputy chief of mission *John Hirsch*, *Rita Hirsch*, teacher *Jo Fuller*, *Kimberly Fuller* (back to camera) and AID employee *Flynn Fuller*.

Public affairs officer *Tom Hull*, at rodeo.

George Paine, *Vic Perez*, *Joan Macura* and *Jack Cory* at the recreation association facility.

Second-grade teacher *Margie Olson*.

A hungry picnicker helps clean the dishes.

At the recreation center are *Flynn Fuller, Jim Bond* and *Marylou Bothwell*.

Frank and *Pam Procella*, with *Rita Hirsch*.

Meredith Scovill and *Gary Nelson*, at a school function.

At the annual AID picnic.

The American school.

Amy Garner and *Jacqueline Pavich* in the school library.

Lawrence Locke teaches a sixth-grade class.

Tom Burke and *Ed Borchardt* of the Office of Military Cooperation.

Rhelda and *Tom Summerell*, at bazaar at the American school.

A performance of Somali dancing. In center is *Paul Olson*, head of the American school. ■

Personnel: Civil Service

Promotions

GG–3

Muradian, Armen, U.S. Mission to the United Nations

GG–4

Anderson, Kevin T., U.S. Mission to the United Nations

Lang, Timothy, U.S. Mission to the United Nations

GG–7

Hipsley, Kyle K., International Boundary Commission, United States and Canada

Morales, Mercedes, U.S. Mission to the United Nations

GG–11

Kanchanadul, Prabas, Foreign Service Institute

Stoddard, Anne, U.S. Mission to the United Nations

GG–12

Hunt, Candice H., Foreign Service Institute

GG–15

Shenwick, Linda S., U.S. Mission to the United Nations

GM–14

Hartung, Jean L., Diplomatic Security

Johnson, Joyce L., Office of Management Operations

Paes, Ned Z., Office of Communications

Raether, Carl N., Legislative and Intergovernmental Affairs

Russell, Elden R., Office of Communications

Tyckoski, James E., Office of the Procurement Executive

Witten, Samuel M., Office of the Assistant Legal Adviser, United Nations Affairs

GM–15

Garland, Barbara A., Office of Supply, Transportation and Procurement

Globe, Joseph W., Office of the Procurement Executive

Jefferson, Charles J., Intelligence and Research

PUBLIC AFFAIRS—*Secretary Shultz* presents Superior Honor Award to *Janice L. Settle* for her organizing of his domestic public affairs activities.

Lowengart, Carolyn S., Office of Management Operations

GS–3

Di Paolo, Annamaria, Medical Services, Office of the Executive Director

Hughes, Dawn L., Visa Services

Proctor, Danita R., Office of Communications

GS–4

Barrett, Betty A., Foreign Service Institute

Butler, Annie D., Consular Affairs

Carper Jr., Frank W., Passport Agency, Manual Records Branch

Coniglio, Lisa A., Office of Supply, Transportation and Procurement

Harrison, Pamela A., Economic and Business Affairs

McCollum, Marsha A., Passport Agency, Stamford

Peterson, Tracey R., Public Affairs, Information Staff

Shields, Kara D., Financial Operations

Turner, Tanya T., Public Affairs, Media and Principals Division

Williams, Paula A., Diplomatic Security

GS–5

Daniel, Adrian, Executive Secretariat, Information Management Section

Dinkel, Nicholas, Office of Supply, Transportation and Procurement

Feaster, Ernest H., Office of Communications

Geter, Wilhelmena Y., Office of Fiscal Operations

Gordon, Angela J., Under Secretary for Management

Griggs, Lennetta M., Office of the Comptroller

Johnson, Gennie L., Financial Operations

Kluth, Ruthann, Legislative and Intergovernmental Affairs

Miller, Elizabeth M., Office of the Comptroller

Norris, Emma M., Diplomatic Security

Paz, Maria T., Passport Agency, Miami

Stovall, Angela M., Consular Affairs

Wicker, Kevin, Executive Secretariat, Operations Center

GS–6

Barkanic, Louise A., Diplomatic Security

Ellis, Tangie B., Office of Communications

Hairston, Jacqueline L., Financial Operations

Haynes, Susan, Financial Operations

Howard, Jo Ann L., Inter-American Affairs

Jeffries, Angela L., Oceans and International Environmental and Scientific Affairs

Miller, Alexandra G., Office of Protocol
Richardson, Margaret, Public Affairs, Office of Public Opinion Analysis
Seaborn, Joyce M., Consular Affairs
Senn, Josephine, African Affairs
Thomas-Jackson, Tijuana J., Office of Protocol

GS–7
Brown, Sandra H., Foreign Service Institute
Cook, Terence L., Executive Secretariat, Information Management Section
Dancy, Michelle, Office of Communications
Jackson, Laveta Y., Politico-Military Affairs
Keys, Delores D., Office of Communications
Kieffer, Carolyn A., Passport Agency, New Orleans
Marin, Margaret C., European and Canadian Affairs
Maye, Evelyn C., Bureau of Personnel, Office of Foreign Service Career Development and Assignments
Mayo, Vondell V., Office of the Under Secretary for Management
McKee, Kendra L., Diplomatic Security
Patten, Patsy J., Office of Supply, Transportation and Procurement
Thornton, Wanda D., Inter-American Affairs
Wilson, Joan, Bureau of Administration

GS–8
DeVaughn, Carolyn J., Inter-American Affairs, Office of Caribbean Affairs
Dial, Cynthia L., East Asian and Pacific Affairs, Office for Economic Policy

GS–9
Beck, Nancy L., Public Affairs, Office of Press Relations
Cooper, Cecelia A., Bureau of Administration
Jones, Hiram S., Office of Fiscal Operations
Lamar, Mary C., Oceans and International Environmental and Scientific Affairs
Nindel, James F., Refugee Programs
Price, Sheila J., Office of Management Operations
Walter, Marguerite Ann N., Office of Supply, Transportation and Procurement

GS–11
Bales, David L., Office of Communications
Benjamin, Karen A., Economic and Business Affairs, Office of the Executive Director
Davis, Angela M., Intelligence and Research, Information Management Section
Gorisek, George F., Office of Communications
Hockaday, Inez D., International Organization Affairs
Howland, Nina D., Public Affairs
Kamin, Jonathan T., Intelligence and Research
Kearney, Calvin E., Office of Communications
Lorfano, Paula M., Foreign Affairs Information Management Center
McDowell, Ruth J., Diplomatic Security
Oshima, Wayne A., Consular Affairs

GS–12
Bailes, Kenneth N., East Asian and Pacific Affairs, Office of Public Affairs
Hartman, Steven G., Office of Supply, Transportation and Procurement
Hertzberg, David A., Office of Management Operations
Mullen, Steven J., Passport Agency, Seattle
Ostrander, Jane L., Public Affairs, Regional Programs Division
Robb, Eilene J., Bureau of Personnel, Office of Management

GS–13
Cline, Ruth E. H., Office of the Deputy Assistant Secretary for Operations
Parker, Kenneth I., Office of the Comptroller □

Appointments

Baylor, Rhonda, Passport Agency, Automated Records Branch
Bell, Angelia T., Intelligence and Research
Best, Lester A., Office of Facilities Management and Administrative Services
Block, Stephen M., Bureau of Personnel
Buchanan, Bonnie, Medical Services
Burl, Angelia D., Bureau of Personnel, Pre-Assignment Center
Cameron, Frederick R., Office of Facilities Management and Administrative Services
Carter, Christal Y., Financial Operations
Castillo, Carlos S., Consular Affairs
Caulfield, Arminda R., Foreign Service Institute
Chumachenko, Katherine C., Bureau of Human Rights and Humanitarian Affairs
Collaku, Angel, Intelligence and Research, Office of the Executive Director
Connolly, Caroline F., Bureau of Personnel, Pre-Assignment Center
Dawley, Kristi A., Office of Protocol
De Luca, Silvana M., Foreign Service Institute
Decker, Edna E., Economic and Business Affairs
Denitto, Sharon E., Bureau of Personnel, Office of Civil Service Career Development and Assignments
Dibisceglie, Joseph M., Economic and Business Affairs, Office of the Executive Director
Dion, Grant C., Bureau of Personnel, Office of Position and Pay Management
Douglass, Geraldine M., West African Affairs
Downs, Suchada, Foreign Service Institute
Erazo-Beauchamp, Joaquin, Financial Operations
Ferry, Brenda W., Office of Communications
Fitzgerald Jr., Michael J., Office of Facilities Management and Administrative Services
Glover, Tere M., Foreign Service Institute
Greeley, Monica N., Bureau of Administration
Hewitt, Steven A., Office of Facilities Management and Administrative Services
Hill, Frederic B., Foreign Service Institute
Hill, Janette, Intelligence and Research
Holt, Selina M., Passport Agency, Automated Records Branch
Hunter, Novella, Office of Facilities Management and Administrative Services
Jaffe, Gerald, Office of Supply, Transportation and Procurement
Johnson, Mabry J., Office of Facilities Management and Administrative Services
Jones, Mary J., Diplomatic Security
Karunaratne, Wijesinghe S., Foreign Service Institute
Kogan, Luda, Foreign Service Institute
Kohlenbush, Patricia A., Information Systems Office, Systems Design and Programming Division
Littlejohn, Kaye W., Legislative and Intergovernmental Affairs
Martin, Michele L., Intelligence and Research
Maskus, Keith E., Economic and Business Affairs
Mays, Charles B., Office of Facilities Management and Administrative Services
McGlen, Pamela E., Bureau of Personnel, Pre-Assignment Center
Moore, Annie D., Office of Facilities Management and Administrative Services
Morin, Michael D., Intelligence and Research, Office of the Executive Director
Niland, Francis W., Diplomatic Security
Norfles, Angelique Y., Office

of the Comptroller, Pre-Assignment Center

Orton, Lawrence D., Foreign Service Institute

Porter, Charles C., Office of Facilities Management and Administrative Services

Ragland, Danette S., Legislative and Intergovernmental Affairs

Sadoff, David A., Bureau of Personnel

Schwetje, Robert G., Office of the Under Secretary for Management

Seabron, Kiviette R., Bureau of Personnel, Pre-Assignment Center

Senn, Laura, Bureau of Personnel, Pre-Assignment Center

Sheedy, Louis W., Passport Agency, Boston

Simpson, Diane R., Politico-Military Affairs

Sligh, Amelia C., Riyadh

Smith, Richard W., Near Eastern and South Asian Affairs, Office of the Executive Director

Sorenson, Maxine E., Office of Communications

Stronko, Joseph, Office of Communications

Theimer, John R., Office of Fiscal Operations

Valus, Kim M., Intelligence and Research, Office of the Executive Director

Vilsack, Cassie E., Foreign Service Institute

Wald, Martin, Office of the Legal Adviser

Wayshner, Dorothy E., Office of Supply, Transportation and Procurement

Webb, William O., Office of Facilities Management and Administrative Services

Welch, Jan L., Office of Supply, Transportation and Procurement

Williams, Frederick B., Diplomatic Security

Wilson, Elaine B., European and Canadian Affairs, Office of the Executive Director

Wreen, Marguerite F., Inter-American Affairs, Office of Central American Affairs □

Reassignments

Baker, Thomas A., Financial Operations, Reports and Analysis Section to Financial Operations, General Ledger Branch

Barfield, Lamanthia A., Bureau of Personnel, Office of Management to Office of the Director General of the Foreign Service and Director of Personnel

Coley, Thedoshia P., Office of the Comptroller to Near Eastern and South Asian Affairs

Conway, Leonor E., Public Affairs, Office of Press Relations to Inter-American Affairs, Office of Press and Public Affairs

Davidson, Betty J., Office of the Assistant Legal Adviser, Oceans, Environment and Scientific Affairs to Office of Management Operations

Davis, Theresa P., Medical Services to Diplomatic Security

Douglas, Mary E., Economic and Business Affairs to Bureau of Personnel

Guzowski, Danuta U., Bureau of Personnel, Office of Civil Service Career Development and Assignments to Bureau of Administration

Hartgrove, Faye V., Visa Services to Inter-American Affairs

Hinson, William J., Financial Operations, Reports and Analysis Section to Financial Operations, General Ledger Branch

Jernigan, Tamara G., Bureau of Administration, Presidential-Vice Presidential Travel Support Staff to Bureau of Administration, Financial Management Division

Johnson, Frances, Bureau of Personnel, Pre-Assignment Center to Bureau of Personnel, Office of Management

Kazyak, Adina E., Office of Protocol to Consular Affairs

Laine, Andrew J., Bureau of Administration, Personnel Management Division to Public Affairs, Office of Press Relations

Lancaster, Glenda L., Politico-Military Affairs to Intelligence and Research

Lawrence, Valinda J.P., Financial Operations, Reports and Analysis Section to Financial Operations, General Ledger Branch

Laws, Debra G. W., Near Eastern and South Asian Affairs, Regional Affairs and Liaison with Multinational Force and Observers to Near Eastern and South Asian Affairs, Office of the Executive Director

Lupo, Hiroko, Financial Operations, Vendor Claims Office to Financial Operations, Travel Voucher Section

Matthews, Francis J., Office of the Director General and Director of Personnel, Public Affairs to Diplomatic Security, Public Affairs

Mullen, Judy S., Office of Facilities Management and Administrative Services to Foreign Service Institute

Park, Howard C., Financial Operations, Reimbursement Accounts Section to Financial Operations, Special Accounts and Collections Branch

Patterson, Avery V., Refugee Programs, Office of European, Near Eastern and Latin American Refugee Assistance to Refugee Programs, Office of Emergency Operations

Powers, Joyce A., Financial Operations, Vendor Claims Section to Financial Operations, Travel Voucher Section

Puschel, Karen L., Intelligence and Research to European and Canadian Affairs

Ratliff, Delores B., European and Canadian Affairs to Bureau of International Communications and Information Policy

Schofield, Robin G., Bureau of Personnel, Office of Civil Service Career Development and Assignments to Intelligence and Research

Spence, Joy D., Bureau of Personnel, Office of Foreign Service Career Development and Assignments to Diplomatic Security

Uhrich, Dorothy W., Office of Communications to Office of Management Operations

Vaughan, Anne T., Financial Operations, Debt Collection Section to Financial Operations, Special Accounts and Collections Branch

Weill, Celia, Office of Fiscal Operations, Annuity Payments Branch to Office of Fiscal Operations, Retirement Records Branch

White, Joyce A., Bureau of International Communications and Information Policy to Office of East African Affairs

Wilhelm, Deborah C., Bureau of Administration, Office of the Executive Director to Bureau of Administration, Office of the Presidential-Vice Presidential Travel Support Staff

Williams, Clifton T., Financial Operations, Travel Voucher Section to Financial Operations, Vendor Claims Section

Williams, Lavayia L., Office of Fiscal Operations to Bureau of Administration □

Resignations

Anderson, Joseph A., Bureau of Personnel, Office of Management

Benjamin, Christopher A., Bureau of Personnel, Office of Management

Berry, Lucy A., Passport Agency, Boston

Bond, Tracy M., Refugee Programs, Office of the Executive Director

Calhoun, Tyane M., Passport Agency, Manual Records Branch

Campbell, Joanna M., Office

of Supply, Transportation and Procurement

Clements, Michelle A., Passport Agency, Philadelphia

Coburn, Ian R., Foreign Affairs Information Management Center, Information Access Branch

Corliss, Steven T., Office of the Legal Adviser

Davis, Alisia L., Office of the Deputy Assistant Secretary for Operations

Deneroff, Karen G., Diplomatic Security

Douglas, Betty J., Inter-American Affairs, Office of the Executive Director

Feaster, Dwyane D., Office of the Comptroller

Fields, Stacy A., Office of Supply, Transportation and Procurement

Findlay, D. Cameron, Office of the Legal Adviser

Fish, Catherine F., Office of the Director General and Director of Personnel, Policy and Coordination Staff

Floyd, Alma E., Diplomatic Security

Gordon, Amy E., Bureau of Personnel, Office of Management

Gregg, Kimberly R., Bureau of Personnel, Office of Management

Guidera, James T., Passport Agency, New York

Harp, Debbie L., Passport Agency, Seattle

Harris, Angela P., Office of the Legal Adviser

Heard, Anne S., Office of the Under Secretary for Management, Family Liaison Office

Hobson, Lois M., Oceans and International Environmental and Scientific Affairs

Hodges, Lynda R., Visa Services

Hughes, Keith, Office of Supply, Transportation and Procurement

Jackson, Gwendolyn L., Passport Agency, Chicago

Janney, Christopher G., Bureau of Administration

Joel, Alexander W., Office of the Legal Adviser

FOREIGN SERVICE INSTITUTE— Graduates of the August clerical orientation class, first row left to right: ***Carolyn Mackall, Susan M. Dixon, Ruth M. Hatchimonji, Gwendolyn A. Hopkins, Virginia Dawn Corris, Margarita T. Labrada, Jackie R. Broadus.*** **Second row:** ***Annie Marshall, Laura L. Gutensohn, Deborah K. Ryan, Connie R. Cook, Susan M. Walsh, Kay McMann.***

Jones, Christine R., East African Affairs

Jones, Kimberly D., Bureau of Personnel, Retirement Division

Kochanek, Glenn R., Office of Facilities Management and Administrative Services, Information Access Branch

Ku, Michelle, Bureau of Personnel, Office of Management

Lange, Jean A., Bureau of Personnel, Office of Foreign Service National Personnel

Lewis, Celeste T., Passport Agency, Diplomatic/Congressional Travel Branch

Lockhart, Cathy R., Passport Agency, Los Angeles

Maher, Shannon M., Office of Communications

Martens, Robert J., Classification/Declassification Center

Martinez, Cresina M., Passport Agency, New Orleans

McLendon Jr., Alex, Executive Secretariat, Information Management Section

Milner, Amy M., Bureau of Personnel, Office of Civil Service Career Development and Assignments

Mullin, John J., Classification/Declassification Center

Newhall, Shelley A., Passport Agency, Boston

Nijenhuis, Erika W., Office of the Legal Adviser

Odze, Leah, Office of Supply, Transportation and Procurement

Parker, Joyce, Passport Agency, Houston

Parming, Tonu, Foreign Service Institute

Perez, Evangeline, Diplomatic Security, Los Angeles Field Office

Plotkin, Mark E., Office of the Legal Adviser

Plummer, Gary L., Office of Supply, Transportation and Procurement, Procurement Division

Posey, Melanie A., Bureau of Personnel, Office of Management

Pridgen, Marguerite E., Office of Supply, Transportation and Procurement, Procurement Division

Roberson, Darryl K., Foreign Affairs Information Management Center, Information Access Branch

Santana, Margarita, Financial Operations

Schilcher, Joan M., European and Canadian Affairs

Slade Jr., William I., Consular Affairs

Stromseth, Jane E., Office of Legal Adviser

Tabner, Jody M., Office of Legal Adviser

Taylor, Kim M., Passport Agency, Manual Records Branch

Taylor, Lorri A., Foreign Affairs Information Management Center, Publishing Services Branch

Toney, Colleen, Bureau of Personnel, Pre-Assignment Center

Torrence, Roderick S., Passport Agency, Automated Records Branch

Tuck Jr., William T., Financial Operations

Verrier, Jacqueline, Office of Supply, Transportation and Procurement, Procurement Division

Washington, Wilbur L., Passport Agency, Manual Records Branch

Watson, Deborah, Politico-Military Affairs

Williams, Bernice L., Economic and Business Affairs, Office of the Executive Director

Williams, Cheryl D., Medical Services

Williams, Mamie D., Inter-American Affairs, Office of Brazilian Affairs

Zaki, Cynthia S., Passport Agency, San Francisco □

Retirements

Morlet, Barbara W., Intelligence and Research

Pappas, Dorothy K., U.S. Mission to the United Nations ■

Personnel: Foreign Service

Appointments

Abbott, Jan D., Diplomatic Security, Los Angeles Field Office

Balderas, Nicholas M., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training

Bayer, Nelly E., Panama

Beardsley, Mary A., Jeddah

Becker, Daniel C., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training

Bennett, Yen T., Accra

Beyers, William W., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training

Bishop, Cynthia G., Rome

Black, Mary A., Kinshasa

Borich, Joseph J., Bureau of Personnel, Office of Foreign Service Career Development and Assignments

Breese, Claudia J., Kaula Lumpur

Broussard, Raymond C., Pretoria

Brown, Kent B., Diplomatic Security, San Francisco Field Office

Brown, Regina, London

Brown, Ruby W., Lagos

Bryant, James H., Diplomatic Security, New York Field Office

Bullock, James E., Port-au-Prince

Bultrowicz, Scott P., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training

Burns, Brian K., Diplomatic Security, Philadelphia Field Office

Carney, Ritche L., Diplomatic Security, New Orleans Resident Office

Carter, Jerry E., Tel Aviv

Carter, Rebecca J., Paris

Chang, David C., Sao Paulo

Chen, Jonathan C.Y., East Asian and Pacific Affairs

Cho, Sungeun, Seoul

Crookston, Eunice M., Frankfurt

D'Elia, Donna M., Diplomatic Security, Houston Resident Office

Degrands, Charles E., Paris

Dettmer, Peter H., Manama

Dougherty, Patricia D., Brussels-NATO

Douglass, Ashton S., Jakarta

Drobot, Mark D., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training

Dudley, Alice L., Ottawa

Eaton, Leanna L., Paris

Eckert, Robert A., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training

Egbert, Michael D., Nicosia

Eicher, Michael J., Diplomatic Security, New York Field Office

Endresen, Patricia L., Seoul

Eustace Jr., John M., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training

Fitzgerald, Judith C., Gaborone

Flowers, Nora L. C., Sofia

Foster, Preston H., Diplomatic Security, Chicago Field Office

Freiman, Matthew D., Diplomatic Security, Chicago Field Office

Fuller, Kathleen M., Montevideo

Gilcrest, George M., Diplomatic Security, Boston Field Office

Goggin, Amber L., Nairobi

Grabow, George F., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training

Griffin, Muriel R., Manila

Haley, Candace L., Abidjan

Hall, Michael J., Diplomatic Security, Philadelphia Field Office

Hampson, John M., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training

Hanni, Robert W., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training

Harper, David G., Diplomatic Security, Los Angeles Field Office

Hartley, Ronald R., Moscow

Hellyer, Ada C., Conakry

Henrich, Rosemary, Nairobi

Hernandez, Gloria, Mexico

Hibler, Nathan L., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training

Hoganson, Barbara F., Bogota

Holguin, Lean E., Kampala

Iverson, Steven W., Diplomatic Security, Los Angeles Field Office

Johnson, Carol A., Mbabane

Johnson, Jill H., Baghdad

Johnson, Michael L., Diplomatic Security, Houston Resident Office

Jones, Cathleen K., Riyadh

Jones, Judy P., Manila

Kahele, Karl J., Diplomatic Security, New Haven Resident Office

Kramer, Rosario I., Nairobi

Krzeminski, Joachim A., Diplomatic Security, Miami Field Office

Kushner-Fisher, Bella, Brussels-NATO

Landers, Katherine A., Seoul

Lane, Patrick D., Diplomatic Security, Chicago Field Office

Langston, Ellen C., Lilongwe

Lavey, Sheila M., Paris

Law, Patricia, Beijing

Lee, Alison K., Dhaka

Lefkowitz, Cynthia R., Canberra

Legros, Michele L., Port-au-Prince

Lessard, Rene J., Paris

Levine, Eric L., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training

Lockwood, Elizabeth, M., Port Louis

Longenecker, Jane S., Kinshasa

Luster, Robin M., Ottawa

Lynch, Patricia G., Antananarivo

Lyne, Elizabeth L., Tegucigalpa

Lyons, David L., Diplomatic Security, San Francisco Field Office

Martin, Karen A., Tunis

McDowell, Patricia J., Paramaribo

McElhattan Jr., Dale E., Diplomatic Security, Miami Field Office

McKinney, Judith M., Lahore

McMindes, Forence E., St. Johns

Meade, Frances M., Riyadh

Meehan, Daniel F., Diplomatic Security, New York Field Office

Mills, Bruce T., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training

Moore, Barry M., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training

Morse, Ernice P., Lusaka

Murray III, Royal C., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training

Nicholson, Claudia D., Manila

Niemczyk, Julian M., Prague

Noon, Joseph F., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training

Nowakowski, Emilie A., Istanbul

O'Brien, Joan, Lagos

O'Neil, Dorothy M., Algiers

O'Bannon, Robert A., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training

O'Connor, Daniel E., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training

O'Connor, Kim M., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training

Ober, Elizabeth A., Moscow

Olson, Poonsin D., Niamey

Owens, Jane E., Canberra

Parson, Maria M., Bangkok

Pastirik, Lindsay A., Lagos

Perry Jr., Garline C., Diplomatic Security, Chicago Field Office

Peterson, Paul T., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training

Petty, Kathleen M., Kingston

Podol, Elizabeth M., Kampala

Poissot, Ann S., Bombay

Pomeroy, Passy T., Lagos

Raike, Jonathan W., Bureau of Personnel, Pre-Assignment Foreign Serv-

ice Specialist Training
Ramirez, Louise C., Sydney
Robson, Joy S., Algiers
Roll, Margaret E., Warsaw
Sanders, Mary A., Kinshasa
Schiele, Marilyn V., Montreal
Schmidt, Mary A., Ottawa
Sekellick Jr., Stephen W., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training
Shubat, Deborah D., Beijing
Sleeper, Astri T., Brussels
Sokota, Robert J., Moscow
Stephens, Carol W., Abidjan
Stewart, Candace A., Canberra
Stubblefield, Laviris R., Diplomatic Security, New York Field Office
Sundermann, Jeanne A., Islamabad
Swinimer, Mary-Jo, Diplomatic Security, Boston Field Office
Tavares, Nancy L., Lisbon
Taylor, Robert, Hong Kong
Teasley, Barbara L., Manila
Terrill, Richard W., Stockholm
Thomas, Seyoung O., Osaka-Kobe
Tolly, John W., Diplomatic Security, Chicago Field Office
Troung, Marianne P., Yaounde
Underwood, Norman G., Vienna
Wall, Philip R., Beijing
Warren, Bruce F., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training
Wells, Melissa F., U.S. Mission to the United Nations
Wertman, Ellen R., Milan
Williams, Joyce B., Monrovia
Willis, Jeffery M., Shanghai
Wilson Jr., W. Joseph, Brasilia
Wilson, Christina C., Nairobi
Wolf, Barbara A., Monrovia
Young, John B., Diplomatic Security, Boston Field Office □

Transfers

Acs, Frank J., China to Islamabad
Adams, Frank R., Near Eastern and South Asian Affairs to Foreign Service Institute
Aherne, Richard W., France to International Organization Affairs
Allitto, J. Anthony, Argentina to International Organization Affairs
Allitto, Kathleen, Argentina to Office of Communications
Almeida, Paul M., Oporto to Lisbon
Anders, Robert G., Jamaica to Vienna
Anderson, Gerald C., Office of the Secretary to Foreign Service Institute, Language Training
Anderson, Rosalyn H., Panama to Intelligence and Research, Office of Intelligence Support
Anderson, Susan R., Hong Kong to East Asian and Pacific Affairs
Andrus, Donald B., India to Rabat
Andrzejewski, Gertrude A., France to Bureau of Personnel, Office of Foreign Service Career Development and Assignments
Arceneaux, Robert L., Brazil to Office of Communications
Aroian, Lois A., Sudan to International Organization Affairs
Aubert, Jack, France to Central African Affairs
Austin, Robert J., European and Canadian Affairs to Paramaribo
Baer, Lawrence R., Nepal to Near Eastern and South Asian Affairs, Office of the Executive Director
Bainbridge, John R., Greece to Diplomatic Security
Baird, Dorothy H., Indonesia to East Asian and Pacific Affairs
Ballard, Joseph F., Diplomatic Security, Los Angeles Field Office to Diplomatic Security, Washington Field Office
Ballue, Donald I., Finland to Bogota
Barr, Joyce A., Kenya to Human Rights and Humanitarian Affairs
Barrett, Frank J., Canada to Visa Services
Basora, Adrian A., France to Madrid
Baum, Harold C.M., Norway to Intelligence and Research
Bauman, John H., Austria to European and Canadian Affairs
Bay, Janice F., Egypt to Economic and Business Affairs
Benedict, Gloria K., Turkey to European and Canadian Affairs, Office of the Executive Director
Benedict, Lawrence N., Turkey to Economic and Business Affairs
Benesch, Anthony, France to West African Affairs
Benjaminson, Eric D., Canada to Southern African Affairs
Benson, David J., Diplomatic Security, Secretary's Detail Division to Diplomatic Security, Miami Field Office
Benson, Ralph, Greece to Office of Communications
Bentley, Robert N., Jordan to Intelligence and Research
Bestic, John B., France to European and Canadian Affairs
Beveridge, Lillian V., Belgium to Baghdad
Blais, Mark L., Greece to Office of Communications
Bond, Michele T., European and Canadian Affairs to Foreign Service Institute, Language Training
Boneski, Raymond A., Saudi Arabia to African Affairs, Office of the Executive Director
Booth, Edward D., Intelligence and Research to Foreign Service Institute, Language Training
Bowman, Francine L., Bahrain to Asuncion
Boyle, John A., Foreign Service Institute to Milan
Braidotti, Anilla T., Italy to European and Canadian Affairs
Brattain, Steven M., Turkey to Istanbul
Brazeal, Aurelia E., East Asian and Pacific Affairs to Foreign Service Institute
Bredeck, Duane R., Jordan to Berlin
Briggs, Everett E., Politico-Military Affairs to Inter-American Affairs
Bright, Ruth E., Egypt to Intelligence and Research
Brown, David G., Norway to European and Canadian Affairs
Brown, Linda M., Senegal to Auckland
Brown, Spencer W., Philippines to Diplomatic Security, Los Angeles Field Office
Brown, Warrington E., Lebanon to Bureau of Personnel, Office of Foreign Service Career Development and Assignments
Bruguier, Thomas, Soviet Union to Diplomatic Security
Buchholz, Frank D., Malaysia to European and Canadian Affairs
Buck, Dennis P., Romania to Office of Communications
Burnett, David R., Tunisia to Foreign Service Institute, University Training
Burt-Lynn, Jane, Tel Aviv to Overseas Citizens Services
Bush, Wayne J., France to Executive Secretariat, Operations Center
Businger, James G., Germany to Office of Communications
Bustamante, Anna M., Africa to Ankara
Campbell, Arnold H., Foreign Service Institute to Visa Services
Carlsen, Scott B., Diplomatic Security, Washington Field Office to Foreign Service Institute, Language Training
Carlson, Eric J., Romania to European and Canadian Affairs
Carpenter, Ronald B., Argentina to Brussels
Carson, Johnnie, Portugal to Gaborone
Carter-Tripp, H. Marshall, Intelligence and Research

to European and Canadian Affairs

Caulfield Jr., John P., Brazil to Bureau of Personnel

Caulfield, Carroll A., Burkina Faso to Paris

Cekuta, Robert F., Near Eastern and South Asian Affairs to Baghdad

Charles, Nancy K., Belgium to European and Canadian Affairs

Cheever Jr., Francis S., Intelligence and Research to Foreign Service Institute, Language Training

Chester Jr., George A., Belgium to European and Canadian Affairs

Chester, Geraldeen G., Brussels to East Asian and Pacific Affairs

Chisholm, Judy K., Sierra Leone to Suva

Churchill, Paul G., Yugoslavia to Kathmandu

Clark Jr., William, Egypt to East Asian and Pacific Affairs

Cohen, Harlan K., Surinam to Oceans and International Environmental and Scientific Affairs

Collins, Richard P., Intelligence and Research to Baghdad

Connuck, Bruce E., Human Rights and Humanitarian Affairs to European and Canadian Affairs

Cooper, James F., Finland to European and Canadian Affairs

Costello, James H., Liberia to Office of Communications

Cramer, Jeanene J., Cairo to Paris

Crane Jr., William H., Intelligence and Research to Economic and Business Affairs

Cretz, Gene A., Near Eastern and South Asian Affairs to Foreign Service Institute, Language Training

Cundiff, Carl C., Ivory Coast to Economic and Business Affairs

Daniels, Joseph, Mexico to Bureau of Administration

Darling, W. Stuart, Indonesia to Sydney

Transfer Tremors ..... *by ebp*

I was transferred to QATAR; it became a bit of a rush when the people in PER said: "You DO HAve to be there before the end of the month."

I was transferred to BUCHAREST; having been assigned to Italy so long as to be called a ROMAN I Accepted the change.

I was transferred to LOME; it gave me a chance TO GO to my favorite part of the world. □

Darlington, Christopher N., Mauritius to African Affairs

Daru, Terrence J., Thailand to Office of Management Operations

Dayer, Lucille A., Romania to Inter-American Affairs

Deane, Judith M., Czechoslovakia to Intelligence and Research

Deasy, John P., Colombia to London

Dehmlow, Jay L., Tanzania to Foreign Service Institute, University Training

Del Rosso Jr., Stephen J., Costa Rica to Executive Secretariat, Operations Center

Dennett, Garland L., Israel to Asuncion

Dent Jr., Lynwood M., Bulgaria to Canberra

Desantillana, Gerald, Office of the Secretary to Foreign Service Institute

Devleming, John F., France to Foreign Service Institute, Language Training

Dickson, Loretta, Australia to East Asian and Pacific Affairs

Dinger, Larry M., East Asian and Pacific Affairs to Foreign Service Institue, Language Training

Djerejian, Edward P., White House to European and Canadian Affairs

Doherty, Paul M., Executive Secretariat, Operations Center to Visa Services

Doyle, Michael B., Niger to African Affairs

Duffy, Michael J., Egypt to Brussels

Dugstad, Richard A., Switzerland to Legislative and Intergovernmental Affairs

Dunlop, Thomas S., Pakistan to Office of Communications

Dunne, Charles W., India to Intelligence and Research

Eaton, William F., Intelligence and Research to International Organization Affairs

Edson, Stephen A., Japan to Bangkok

Egan Jr., Wesley W., Office of the Deputy Secretary to Foreign Service Institute

Ehrman, James J., Bangkok to Sao Paulo

Eisenbraun, Stephen E., Sierra Leone to East African Affairs

Eissler Jr., Victor C., Zaire to African Affairs

Elder, Joel T., Philippines to East Asian and Pacific Affairs

Evans, Charles W., Intelligence and Research to Inter-American Affairs

Evans, David M., United Kingdom to European and Canadian Affairs

Featherstone, Edward M., Japan to Bureau of Personnel, Board of Examiners

Ferro, John S., Switzerland to European and Canadian Affairs

Fest, M. Judith, Barbados to Inter-American Affairs

Fitts, Robert W., Indonesia to Foreign Service Institute, University Training

Flanagan, Kevin F., Diplomatic Security to Athens

Flood, Patrick J., Poland to European and Canadian Affairs

Forgione, Francis A., International Organization Affairs to Bureau of Personnel, Office of Foreign Service Career Development and Assignments

Foster, Dennis A., Italy to Intelligence and Research

Fuller, Donald L., Austria to Bureau of Personnel, Office of Management

Fuselier Jr., Burley P., Morocco to Diplomatic Security

Garcia, Ralph A., Peru to Office of Communications

Garcia, Rudolph R., African Affairs, Office of the Executive Director to Mbabane

Garner, Georgette J., African Affairs to Office of Protocol

Gatto, Donald J., El Salvador to Inter-American Affairs

Gengler, Anne T., Switzerland to Office of Communications

Glanville, Ann V., Near Eastern and South Asian Affairs to Medical Services

Glatz Jr., Charles L., Poland to Bureau of Personnel

Goldberg, Robert, Executive Secretariat, Operations Center to East Asian and Pacific Affairs

Goldman, Michael H., Economic and Business Affairs, Food Policy Division to Economic and Business Affairs, Aviation Negotiation Division

Goldstein, George J., Bolivia to Diplomatic Security

Gonzales, Raymond J., Barbados to Brussels

Goold, Robert P., Near Eastern and South Asian Affairs to Colombo

Gossack, David L., Foreign Service Institute to Economic and Business Affairs

Gray, Lynda B., Central Africa to African Affairs

Green, Nick, Nigeria to Diplomatic Security

Greene, Ernest T., Pakistan to Refugee Programs

Greenwald, G. Jonathan, Intelligence and Research to Foreign Service Institute

Grenier, Robert L., Saudi Arabia to Athens

Grewe, Shirley A., Venezuela to Bureau of Personnel, Recruitment Division

Grob, Louis W., Germany to Diplomatic Security

Gross II, Bernard E.,

Asuncion to Guayaquil

Haines, Mary A., France to Secretariat Staff

Hall, John E., Liberia to Ontario

Hall, Norman C., European and Canadian Affairs to Hong Kong

Halsted, David C., Burma to West African Affairs

Hamilton, Thomas P., East Asian and Pacific Affairs to Foreign Service Institute, Language Training

Hanna, Dora J., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Office of Fiscal Operations

Harrison, Carl D., Brazil to Diplomatic Security

Hartley, Sandra L., Indonesia to Moscow

Hassett, Frederick H., Bureau of Personnel, Office of Foreign Service Career Development and Assignments to Bureau of Personnel, Board of Examiners

Hastings, Norman S., Japan to Near Eastern and South Asian Affairs

Haugh, William J., Iraq to Foreign Service Institute, University Training

Hauptmann, Jerzy J., Inter-American Affairs to Office of Supply, Transportation and Procurement

Hays, Donald S., Senegal to Foreign Service Institute, University Training

Heimann, Judith M., European and Canadian Affairs to Amsterdam

Heimgartner, Maryann L., Sudan to Abu Dhabi

Hemingway, Frank S., Canada to Amman

Herrmann, George S., Panama to Diplomatic Security

Higgins, Margaret D., Spain to USIA

Higginson, Charles, Economic and Business Affairs to Bureau of Personnel, Office of Foreign Service Career Development and Assignments

Hight, Loretta M., Poland to East Asian and Pacific Affairs

Hilburn Jr., Paul W., Foreign Service Institute, Language Training to Geneva-U.S. Mission

Hillas Jr., Kenneth M., European and Canadian Affairs to Foreign Service Institute, Language Training

Hinson, Sherman N., Foreign Service Institute, Language Training to Bern

Hirsch, John L., Somalia to African Affairs

Hittle, L. Bradley, Colombia to Inter-American Affairs

Hobbs, David L., Foreign Service Institute to Bogota

Holmes, Donna M.A., Belgium to Office of the Secretary

Hoover, John M., Bandar Seri Begawan to Economic and Business Affairs

Howard Jr., Clyde I., Mexico to Paramaribo

Howard, Richard B., Argentina to Bureau of Personnel

Hromatka, Joseph J., Lebanon to Near Eastern and South Asian Affairs

Huddleston, Vicki J., Mali to Inter-American Affairs

Hyde, William A., Honduras to Office of Foreign Buildings

Irons, Alden H., Morocco to Office of the Secretary, Office of Policy Program and Review

Jackson, Marilyn F., Mexico to Milan

Jacobs, Jerry W., African Affairs to Libreville

Jaeger, Norma L., Turkey to Monrovia

Jarreil Jr., John A., India to Diplomatic Security

Johnson, Frances F., Foreign Service Institute, Language Training to Beirut

Johnson, Nancy C., Pakistan to Madras

Johnson, Ralph R., European and Canadian Affairs to Economic and Business Affairs

Johnson, Thurlow R., Cameroon to Office of Communications

Johnston, Laurie A., Jordan to Visa Services

Jones, John M., San Jose to Bangkok

Jones, Ralph T., Italy to Foreign Service Institute

Kaeuper, David H., Gabon to Office of Management Operations

Kamer, Helen L., Thailand to Medical Services

Karagiannis, Alexander, Greece to Office of the Secretary

Kattouf, Theodore H., Iraq to Sanaa

Keat, Stephen K., Dominican Republic to Mogadishu

Keith, Barbara E., Colombia to Rabat

Kennedy, Stephen W., Iraq to Fukuoka

Keogh, Susan E., Southern African Affairs to East Asian and Pacific Affairs

Kerber, Frank J., Canada to Near Eastern and South Asian Affairs

Keur, Cornelis M., China to Foreign Service Institute, University Training

Killion, Dalton V., Japan to Office of Management Operations

Killough, T. Patrick, Suriname to Bureau of Personnel

Kinnell, Roberta L., Bureau of Personnel, Office of Foreign Service Career Development and Assignments to East Asian and Pacific Affairs, Office of the Executive Director

Klenk, Jeanne M., Italy to European and Canadian Affairs

Klingaman, Susan M., Office of Policy Program and Review to Office of Management Operations

Kloth Jr., Edward W., Japan to East Asian and Pacific Affairs

Kosnett, Philip S., Turkey to Intelligence and Research

Kramer, John S., Romania to Office of Communications

Krehbiel, Albert D., Yugoslavia to Office of Policy Program and Review

Krol, George A., India to Executive Secretariat, Operations Center

Kurtzer, Daniel C., Israel to Near Eastern and South Asian Affairs

La Joie, Janice K., Finland to European and Canadian Affairs

Lahiguera, Charles E., Foreign Service Institute to Office of Management Operations

Larocco, James A., Near Eastern and South Asian Affairs to Foreign Service Institute, Language Training

Larson, William K., Switzerland to Diplomatic Security

Laurello Jr., Ralph F., Diplomatic Security to Foreign Service Institute

Leaf, Barbara A., Haiti to Executive Secretariat, Operations Center

Lee, Damon L., Diplomatic Security to Tokyo

Linde, Deborah L., Burma to Intelligence and Research

Lindstrom, Ralph E., Intelligence and Research to Classification/ Declassification Center

Linskey, Dennis M., Mexico to Inter-American Affairs, Office of Mexican Affairs

Lissfelt, Mark C., Germany to European and Canadian Affairs

Loftis, Robert G., Inter-American Affairs to East Asian and Pacific Affairs

London, Douglas H., Near Eastern and South Asian Affairs to Muscat

Loughner, William G., Belgium to Office of Communications

Lunstead, Jeffrey J., India to Oceans and International Environmental and Scientific Affairs

Madden, James H., Luxembourg to Bureau of Personnel

Magee, Charles T., Soviet Union to Bureau of Personnel

Magnani, Michael B., Singapore to Calcutta

Maher, Kevin K., Japan to East Asian and Pacific

Affairs

Main, Ronald L., Philippines to East Asian and Pacific Affairs, Office of the Executive Director

Markowski, Jeanne W., Thailand to Office of Communications

Marquis, Alphonso G., Lisbon to European and Canadian Affairs

Marshall, David B., Diplomatic Security, Personnel Investigation Division to Diplomatic Security Counterintelligence Staff

Martensen Sr., Ronnie L., Rome to Sanaa

Martin, Robert A., USIA to Bureau of Personnel

Martinez, Carmen M., Foreign Service Institute, Language Training to Bangkok

Matthews, Elliott W., Berlin to Office of Communications

Matthews, Errol I., Chile to Belgrade

Mauger III, G. Nicholas, East Asian and Pacific Affairs to Foreign Service Institute, Language Training

Mayer, Jr., Vincent, Singapore to Inter-American Affairs, Office of Central American Affairs

McGlinchey, Alfred H., Panama to Diplomatic Security

McAlpine, Jean B., Norway to Intelligence and Research

McCall, Sherrod B., Sweden to Intelligence and Research

McDonald, Jackson C., Lebanon to Paris

McGivern, Edward R., Hong Kong to East Asian and Pacific Affairs

McGrath Jr., Everett U., Germany to Office of Communications

McGuire, Edna C., Medical Services to Beijing

McGuire, Roger A., Zambia to West African Affairs

McIlwain, J. Peter, Hong Kong to East Asian and Pacific Affairs

McIntyre, Elizabeth A., Portugal to European and Canadian Affairs

McKeon, Edward, Japan to Oceans and International Environmental and Scientific Affairs

McKone, Norman R., Israel to Office of Communications

McNamara, Thomas E., Politico-Military Affairs to Foreign Service Institute

Medeiros, John, Hong Kong to European and Canadian Affairs

Millington, Jeffrey V.S., Mozambique to East Asian and Pacific Affairs

Monti, Peter A., Norway to Office of Communications

Morales Colon, Hector E., Executive Secretariat, Operations Center to Foreign Service Institute

Moran, Roger J., Hong Kong to Yaounde

Morris Jr., Charles H., East Asian and Pacific Affairs to Kampala

Morris, Diana E., Jamaica to Office of Policy Program and Review

Morris, Luther R., African Affairs to Lilongwe

Moyer, Jacqueline R., Qatar to Politico-Military Affairs

Moyer, Shelia K., Liberia to African Affairs

Mullen, Kathleen J., Foreign Service Institute to Bureau of Personnel, Office of Foreign Service Career Development and Assignments

Mullikin, Gerald B., Philippines to East Asian and Pacific Affairs

Murphy, Nicholas M., Senegal to Bureau of International Communications and Information Policy

Murray, Marie, South Africa to Economic and Business Affairs

Napper, Larry C., Soviet Union to Southern African Affairs

Nelson, Bruce R., Jordan to Near Eastern and South Asian Affairs

Nelson, David D., Inter-American Affairs to Foreign Service Institute, University Training

Nesci, Franklin J., Thailand to Diplomatic Security

Nolan, Edwin R., Politico-Military Affairs to European and Canadian Affairs

Norton, James C., Germany to Office of Communications

Nowell, Joseph B., Consular Affairs to Foreign Service Institute, Language Training

O'Rourke Jr., William H., Diplomatic Security to Foreign Service Institute, Language Training

Olsen, Jerry E., Hong Kong to Manila

Oslick, Alan D., Inter-American Affairs to Foreign Service Institute

Owens, Jerry N., Philippines to East Asian and Pacific Affairs

Paarlberg Jr., Don, Hong Kong to East Asian and Pacific Affairs

Palke, Donald J., Consular Affairs to Visa Services

Palmer Sr., Richard L., Italy to Zurich

Parker, Stuart C., Soviet Union to Intelligence and Research

Parkin Jr., Ernest J., Kuwait to Valletta

Parmly, Michael E., Morocco to European and Canadian Affairs

Passage, David D., El Salvador to African Affairs

Patterson, Sue H., Italy to International Narcotics Matters

Pearson, Bruce L., Suriname to Inter-American Affairs

Perett, William G., European and Canadian Affairs to Lisbon

Perito, Robert M., Switzerland to European and Canadian Affairs

Pinkney, Anne, Sweden to Bureau of Personnel, Office of Foreign Service Career Development and Assignments

Plotz, Richard C., Philippines to Office of Communications

Pogue, William B., Barbados to Office of Policy Program and Review

Porter, Gary L., Sweden to Bureau of Personnel

Poston, Rose I., Greece to European and Canadian Affairs

Pound, Richard E., Nigeria to Lome

Powers-Palmer, Norma J., China to Rome

Powers, Elizabeth A., Grenada to Office of Policy Program and Review

Price, Daniel M., Netherlands to Office of the Legal Adviser

Pryce, William T., Panama to Inter-American Affairs

Quan, Ross S., China to Economic and Business Affairs

Quinn, Lucy D.R., Near Eastern and South Asian Affairs, Office of the Executive Director to Riyadh

Quirk, Mary K., African Affairs to Inter-American Affairs, Office of the Executive Director

Rabadan, David J., Netherlands to Overseas Citizen Services

Ramsay, William C., Saudi Arabia to Economic and Business Affairs

Redmond, Richard J., Bureau of Personnel to Refugee Programs

Reichelderfer, Thomas S., Foreign Service Institute to Georgetown

Richard, Ronald B., Japan to East Asian and Pacific Affairs

Rider, John M., Indonesia to Brussels

Ries, Marcie B., Turkey to European and Canadian Affairs

Ritchie Jr., Theodore J., Finland to Office of Communications

Ritterhoff, Robin R., Spain to Foreign Service Institute, University Training

Roberts III, James M., Portugal to Economic and Business Affairs

Rocha, V. Manuel, Foreign Service Institute, Language Training to Florence

Roche, Donald W., Greece to Office of Communications

Rodgers, Richard P., Executive Secretariat, Operations Center to Politico-Military Affairs

Rosenstein, Douglas J., Turkey to Abu Dhabi

Rosner, William R., Netherlands to Oceans and International Environmental and Scientific Affairs

Rowe, Leslie V., Brazil to San Jose

Royster, Everette M., Sudan to New Delhi

Running, Eric W., Spain to Intelligence and Research

Russell, Ralph E., New Zealand to East Asian and Pacific Affairs

Rychak, Wayne S., Korea to Diplomatic Security

Sallis, Joan C., Beirut to Madrid

Sanderson, Janet A., Near Eastern and South Asian Affairs to European and Canadian Affairs

Saunier, Deborah K., Italy to Mexico

Savino, Carmela, Algeria to Near Eastern and South Asian Affairs

Scanlon, Kathleen J., Peru to Kuwait

Scheland, Mark D., Pakistan to Near Eastern and South Asian Affairs

Schifferdecker, Arnold P., Pakistan to Rabat

Schlicher, Ronald L., Syria to Near Eastern and South Asian Affairs

Schmidt, Judith A., France to Georgetown

Schoenberg, Eric J., Colombia to Inter-American Affairs

Seefeldt, Raymond W., Germany to Office of Policy Program and Review

Seljak, Karyl M., Berlin to European and Canadian Affairs

Senger, Dorothy A., Ivory Coast to Singapore

Shinn, David H., Sudan to Foreign Service Institute

Shurtleff, Leonard G., Liberia to Foreign Service Institute

Siefken, William H., Congo to Ottawa

Silverlieb, Joan G., Italy to European and Canadian Affairs

Simpson, Diane G., Intelligence and Research to European and Canadian Affairs

Sindelar III, H. Richard, Bureau of Personnel to Visa Services

Sines, Elizabeth U., Saudi Arabia to Office of the Comptroller

Singer, Norman A., United Kingdom to Foreign Service Institute

Sisk, Mary E., Venezuela to Bucharest

Skidan, Oleg, Soviet Union to Office of Foreign Buildings

Skinner, Frank W., Bureau of Personnel, Office of Foreign Service Career Development and Assignments to St. George's

Slotta, Gregory S., Guyana to Amsterdam

Smith Jr., Charles B., Poland to Intelligence and Research

Smith, David W., France to Office of Communications

Smith, Frederick A., Belgium to Consular Affairs

Smith, Jay T., Indonesia to Marseille

Smith, Kirby L., Greece to Bureau of Personnel, Office of Management

Snyder III, Joseph C., East Asian and Pacific Affairs, Office of Vietnam, Laos, and Cambodia Affairs to East Asian and Pacific Affairs, Office for Indonesia, Malaysia, Brunei, and Singapore Affairs

Solitario, Thomas, Peru to Inter-American Affairs

Sparks, Charles E., Peru to Diplomatic Security

Spiker, Donald R., Bahrain to Office of Communications

Spiro, Elizabeth P., South Africa to Legislative and Intergovernmental Affairs

St. Denis, John H., Venezuela to International Organization Affairs

Staniger, Josephine M., Benin to Niamey

Stearns, Monteagle, Office of Management Operations to Foreign Service Institute

Steinberg, Donald K., Mauritius to Foreign Service Institute, University Training

Stella, Peter, Philippines to Foreign Service Institute

Stephan, Charles E., Argentina to Diplomatic Security, Boston Field Office

Stewart, John T., Jamaica to Foreign Service Institute

Sullivan, Roy F., Chile to Georgetown

Taylor, Betty C., Nepal to Prague

Taylor, Richard S., Bahamas to Oceans and International Environmental and Scientific Affairs

Taylor, Wade A., Kenya to Office of Communications

Tharp, Peter J., Saudi Arabia to Monrovia

Thibault Jr., Albert A., Pakistan to Lahore

Thompson, Cameron S., Foreign Service Institute to Guangzhou

Thompson, James R., Ecuador to Office of Communications

Torres, Joseph B., Mexico to Palermo

Tracy, Mary M., Greece to Intelligence and Research

Trencher, Richard A., Venezuela to Inter-American Affairs

Tull, Theresa A., Vientiane to Foreign Service Institute

Tulley, Michael S., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Yaounde

Tumminia, Frank, Switzerland to Paramaribo

Tweit, Gregory A., Ethiopia to Office of Communications

Ulmer, S. Edwin, Foreign Service Institute, Language Training to Bucharest

Urban, Elayne J., Mexico to Bureau of Personnel, Office of Foreign Service Career Development and Assignments

Valderrama, Diana, Spain to Office of the Under Secretary for Security Assistance, Science and Technology

Van Pelt, Karen J., Czechoslovakia to European and Canadian Affairs, Office of the Executive Director

Vogelgesang, Sandra L., Canada to International Organization Affairs

Wade, Yvonne D., Office of Foreign Buildings, Office of the Executive Director to Under Secretary for Management, Office of the Executive Director

Walls, Phillip J., Turkey to Diplomatic Security

Walton, Mack V., Philippines to Office of Communications

Warne, W. Robert, Inter-American Affairs to Paris

Warner, John P., Nigeria to Office of Communications

Wasilewski, Roman H., Peru to Amman

Watson, Bobby L., Saudi Arabia to Lagos

Watson, Dennis L., France to Niamey

Watson, Douglas K., Mexico to Islamabad

Weintraub, Leon, Ecuador to Intelligence and Research

Wendt, E. Allan, Economic and Business Affairs to Bureau of Personnel

Westmore, Donald B., Japan to East Asian and Pacific Affairs

White, John M., Germany to Office of Communications

White, Robin L., Japan to Foreign Service Institute, University Training

White, Thomas J., Italy to Economic and Business Affairs

Wicks, Daniel H., France to European and Canadian Affairs

Wilkinson III, Theodore S., Honduras to Inter-American Affairs

Wilkinson, Xenia V., Department of Commerce to Inter-American Affairs

Williams, Sandra L., African Affairs, Office of the Executive Director to Bonn
Williams, Thomas E., Bureau of Personnel to Bureau of Human Rights and Humanitarian Affairs
Wilson, Dennis M., China to Office of Communications
Wilson, Ernestine, Office of Policy Program and Review to Foreign Service Institute
Wolfe, Geoffrey E., Canada to International Organization Affairs
Womer, Paul D., Austria to European and Canadian Affairs
Wood, Edwin J., Malaysia to Diplomatic Security
Woolf, Irving D., Belgium to European and Canadian Affairs
Wright, Roderick M., South Africa to Department of Defense
Yamamoto, Donald Y., Executive Secretariat, Operations Center to Foreign Service Institute, Language Training
Yameogo, Guadalupe T., Panama to Monrovia
Yeck, Alan J., Gabon to Beirut
Youtes, Richard D., India to Jakarta
Zalucky, Paul R., Moscow to European and Canadian Affairs
Zimmer Jr., Everett C., Germany to Diplomatic Security
Zucker, Leo I., India to Office of Communications
Zucker, Marcia P., India to Office of Communications □

Resignations

Adams, Weston, Lilongwe
Aycock, Barbara S., Bucharest
Blackwell, Desiree C., Overseas Citizen Services
Chase, Peter H., East Asian and Pacific Affairs
Conlon, Margaret A., Warsaw
Cooper, Susan J., Diplomatic Security
Corn, Shirley D., Panama
Davnie, Charlotte A., Chiang Mai
Delay-Hull, Sharon A., Harare
Erickson, Dorothy D., Yaounde
Gay, Jennie T., Berlin
Hallford, Scott S., Manila
Harrington, John J., Monterrey
Heiser, Teresita, Bamako
Hunt, James B., Conakry
Jablonski, Christine S., Toronto
Jordan, David C., Lima
Jornigan-Guilmette, Cheryl, Bureau of Personnel
Judy, Barbara J., Yaounde
Kelly, Francesca, Milan
Koegel, Julie, Dar-es-Salaam
Krogness, Paulette D., Monrovia
Litschauer, Virginia L., Yaounde
Lorimer, Lois, Kingston
MacKenzie, Vernon W., Wellington
Mahaffey, Michael E., Diplomatic Security, Chicago Field Office
Mason, Rodney, East Asian and Pacific Affairs
Merson, Catherine A., London
Mullen, John P., Diplomatic Security
Neely, Cynthia L., Harare
Pergl, Jayne E., Tunis
Powell, Gregory V., European and Canadian Affairs
Prawl, Nancy L., Yaounde
Reaume, Daniel J., Frankfurt
Richardson, Michael D., Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training
Shepley, Lynn M., London
Simon, Sarah M., Conakry
Sloan, David M., Foreign Service Institute
Smith, Pattie M., Lagos
Snead, Mei-Chu, Bandar Seri Begawan
Snell, Theresa M., Lusaka
Thomas, Ben J., Abidjan
Turley Sr., Thomas R., Bureau of Personnel
Woo, Brian C., Foreign Service Institute, Language Training □

Retirements

Alspaugh Jr., Clarence H., Hong Kong
Bartlett, Samuel B., Belfast
Bell, Joel E., Diplomatic Security
Bigelow, Paul F., Passport Agency, Seattle
Block, Stephen M., Bureau of Personnel
Dalton, Reginald F., Brussels
Harrington, Richard J., Inter-American Affairs
Hartley, Douglas G., Bureau of Personnel
Hempel, Ingeborg E., European and Canadian Affairs
Kellogg, Theodore E., Geneva-U.S. Mission
Kimball, John W., Office of the Counselor
Kurtzman, Leon I., Kathmandu
Luers, William H., Czechoslovakia
Martin, W. Wyatt, Berlin
Mertz, Helen A., Brussels
Metzner Jr., Clifton, G., Oceans and International Environmental and Scientific Affairs
Wall, Nancy A., Athens □

MUSCAT, Oman—At groundbreaking for the chancery, seated from left: ***Gary Towery, William Dewey, Barry Ford, Patricia Mink, Salim Al Harthy, Lee Eichinger, Diane Markowitz.*** **Oman is on the Arabian peninsula.**

Presidential awards

Thirty-eight career members of the Senior Foreign Service will receive presidential awards ranging from $10,000 to $20,000 each. President Reagan has approved the Department's nominations. Thirty-five of the winners have already received Department pay awards with that amount in each case to be subtracted from the presidential award so that only the remainder, if any, will be paid. The recipients are:

Distinguished Service Award ($20,000)
Hartman, Arthur Adair
Hummell Jr., Arthur W.
Johnstone, Larry Craig
Murphy, Richard W.

Meritorious Service Award ($10,000)
Abramowitz, Morton I.
Anderson, Donald Milton
Anderson Jr., Laurence Desaix
Asencio, Diego C.
Bartholomew, Reginald
Bernal, Caesar Pimentel
Breckon, M. Lyall
Clark, Joan M.
Davis Jr., John R.
Fields, David C.
Funseth, Robert Lloyd
Gelber, Herbert Donald
Hawes, John Houston
Holdridge, John H.
Kemp, LaRae Washington
Levin, Burton
Levitsky, Melvyn
Low, Stephen
Raphel, Arnold L.
Rattray, Alexander L.
Seitz, Raymond G. H.
Shlaudeman, Harry Walter
Sipprelle, Dudley G.
Smith, Richard J.
Stearns, Monteagle
Suddarth, Roscoe S.
Thomas II, Charles H.
Twohie, George F.
Veliotes, Nicholas A.
Wendt, E. Allan
Woessner, William M.

Additional performance pay recipients
Duemling, Robert W.
Gardner, Paul F.
Handyside, Holsey G.
Hart, Samuel F.
High, George Borman
Kux, Dennis H.
Lyne, Stephen R.
Mack, David L.
Moran, James B. □

Additional meritorious step increases

The names of the following persons were inadvertently omitted from the list of Foreign Service employees, published in the October STATE supplement, who were recommended for meritorious step increases by the selection boards that met recently at the Department of State in Washington.

Barnes, Shirley E.
Paul, Catherine
Perez, Carlos
Philbert, Marjorie P.
Pinkley, Adele M.
Reside, Julie M.
Rhodes, Patricia K.
Sachs, Dannette
Skaltsounis, Helen G.
Summers, Jane A.
Wallace, Virginia M.
Ward, Catherine E.
Wojahn, Hilda J.
Zietlow, Marlene G. ■

OFFICE OF COMMUNICATIONS—At awards ceremony, from left: ***Alvin E. Brown, Richard Clauselle, Robert W. White Jr., Robert N. Liebau, Walter T. Johnson, Kenneth Ruh, Melvin D. Bladen, Wardell L. Jenkins, Rodwell R. Bishop, Roy E. McCabe, Robert C. Ribera, Randolph Phillips, Norris B. Watts, Arthur W. Flournoy, John A. Jones, Lionel R. Martin, Charles Gilmore, George W. Loines, Clarence L. Smith, James V. Carter.***

Bureau Notes

The Seventh Floor

Secretary's Office

SECRETARY SHULTZ traveled to New York, September 22, and addressed the UN General Assembly, September 23. While in attendance at the United Nations, he met with senior UN officials and foreign dignitaries. Staff members accompanying and advancing his trip were M. CHARLES HILL, executive assistant to the Secretary; NICHOLAS PLATT, executive secretary of the Department; KENNETH QUINN, deputy executive secretary; PATRICK KENNEDY, executive director, Executive Secretariat; GLYN DAVIES, KEITH EDDINS and DEBORAH GRAZE, special assistants to the Secretary; LAURA SIMKUS, ELIZABETH GASTON, JOYCE NESMITH and JACKIE MACUK, personal assistants to the Secretary; KATE MILNE and BONITA BENDER, secretarial assistants, Executive Secretariat; and DANIEL McIE and LLOYD BAFFORD, computer management specialists, Executive Office, Executive Secretariat. Also assisting in the Secretary's New York trip were Secretariat Staff officers MARCIA WONG, MAURA HARTY, MARY HAINES, MARGARET SCOBEY and DAN FRIEDHEIM and secretarial assistants SAADIA SARKIS, DIANNE SHEAKLEY, DEBORAH GODFREY, JOY OLSON and CINDY TRODDEN ... On October 9 Mr. Shultz accompanied PRESIDENT REAGAN to Reykjavik, Iceland, for the President's meetings with Soviet General Secretary MIKHAIL GORBACHEV. Following this meeting, the Secretary traveled to Brussels to brief the NATO allies. Advancing and accompanying the Secretary on these trips were Mr. Hill; B. LYNN PASCO, deputy executive secretary; Mr. Kennedy; Mr. Eddins and Ms. Graze; Ms. Bender and JOYCE NESMITH; Secretariat Staff officers ED SMITH, KATHY FITZPATRICK and Ms. Scobey; and secretarial assistants DONNA DEJBAN, MILDRED ENGRAM and SHARON OHTA. Also accompanying the Secretary were PAUL NITZE; MAX KAMPELMAN; Department spokesman CHARLES REDMAN; the assistant secretary for European and Canadian affairs, ROZANNE RIDGWAY; Ambassador ARTHUR HARTMAN; TOM SIMONS and MARK PARRIS. □

Under Secretary for Political Affairs

Under Secretary MICHAEL H. ARMACOST accompanied the Secretary to the UN General Assembly in New York, September 22–October 2. Traveling with him were EVA KIM, CHRISTOPHER ROSS and ANDREW STEINFELD of his staff. In addition to attending many of the Secretary's meetings with foreign leaders, Mr. Armacost conducted additional bilaterals ... On September 26 he spoke on "U.S.-Soviet Relations: Coping with Conflicts in the Third World," at a conference on East-West relations inaugurating Brown University's Institute of International Studies ... On October 5–6 he spoke on U.S.-Philippines relations, at the Fletcher School of International Diplomacy ... On September 24 special assistant WILLIAM R. BROWNFIELD departed for Buenos Aires on assignment as political officer. □

Under Secretary for Economic and Agricultural Affairs

CHARLES RIES has joined the staff of Under Secretary ALLEN WALLIS, as special assistant. □

Office of the Ambassador-at-large for Counter-Terrorism

Secretary Shultz presented ROBERT B. OAKLEY the Distinguished Honor Award for his performance, at a ceremony in the newly-redecorated Treaty Room. Mr. Oakley will spend the next year at the Carnegie Endowment for International Peace as a senior associate. □

Policy Planning Staff

Director RICHARD SOLOMON traveled to New York, September 26, for bilateral meetings with Argentinian policy planners. Accompanying him were these members of his staff: deputy directors NELSON LEDSKY, KENNETH BLEAKLEY and RICHARD KAUZLAICH and member ASHLEY HEWITT ... On September 24 Mr. Ledsky boarded the "Jubilee" riverboat in Ohio, to address the Cincinnati Chamber of Commerce on "U.S. Policy Towards International Terrorism." ... He traveled to Seoul, Korea, for U.S.-Korean bilateral talks, accompanied by member NORMAN LEVIN ... On September 20 members AARON MILLER and ZALMAY KAHLILZAD embarked on consultations in Saudi Arabia, Jordan and Syria, and joined Mr. Ledsky in Israel for consultations ... ELLEN LAIPSON, on detail from the Congressional Research Service of the Library of Congress, joined the staff as a member ... JOSEPH SHATTAN is on detail from the Department of Education, serving as a speechwriter for the Secretary. □

Office of Protocol

At a White House credential ceremony, September 15, protocol chief SELWA ROOSEVELT escorted to the President the appointed ambassadors of the Bahamas, Burma, Somalia, Portugal, Zaire, India and the United Kingdom ... Associate chief RICHARD GOOKIN, assistant chief CHARLES ANGULO, CATHERINE GERARDI, JEAN JACKSON, JOYLEEN COHEN, GEORGETTE GARNER, CHRISTINE HATHAWAY, SAMUEL CASTLEMAN, LYNNE MILLER, PATRICK DALY and JULIE ANDREWS assisted ... Mrs. Roosevelt escorted the president of Brazil on his state visit to Washington; deputy chief TIMOTHY TOWELL escorted the presidential party to New York ... Official working visits were made by the president of the Philippines and the prime minister of Israel ... The presidents of Sao Tome and Principe, Colombia, and the Congo; the prime ministers of Portugal, the Cook Islands, Belize and Cambodia; the deputy prime minister of Turkey, and the foreign minister of the Soviet Union were in Washington on private visits. Coordinating the visits were assistant chief CATHERINE MURDOCK, LINDA MYSLIWY, Mr. Daly, Mr. Castleman, JAMES MANNING, REBECCA BERNIER, MARY MASSERINI, CAROL SOMMERVILLE, ERIN WALSH, ALEXANDRA MILLER, MARY ELLEN VANDIVIER, TINA MORRIS, RANDY BUMGARDNER and JAMES PAYNE ... Mr. Towell escorted members of the diplomatic corps to the joint meetings of Congress, September 11 and 18, addressed by the presidents of Brazil and of the Philippines, respectively. Coordinating these events were assistant chief of protocol PAMELA GARDNER and MARY KAY PASKUS. Assisting were Mr. Angulo, LAWRENCE DUNHAM, Ms. Miller, Ms. Bernier, JEAN JACKSON, SHARON ALLEN, APRIL GUICE, Ms. Gerardi, DIANE LE ZOTTE, SHIRLEY STEWART, MARIA SOTIROPOULOS, KRIS DAWLEY, JAYN MONTIETH, IRENE HARRISON and GAIL ROBERTSON ... Presidential delegations to the funeral of the former president of Finland and the 20th anniversary observance of the independence of Botswana were handled by Ms. Bernier and Mr. Castleman ... Assisting diplomats who attended the memorial service for W. AVERELL HARRIMAN at Washington National Cathedral, September 16, were Mr. Gookin, Mr. Daly, Mr. Dunham and Mr. Bumgardner.

The ceremonials section coordinated the events hosted by the Secretary and Mrs. Shultz honoring the president of Brazil and his wife, the president of the Philippines, the prime minister of Israel, the foreign minister of the Soviet Union, former Secretary and Mrs. Haig, and former Secretary and Mrs. Muskie; the Secretary's events in honor of the prime minister of Portugal and the secretary of state for foreign and commonwealth affairs of Great Britain; Mrs. Shultz's luncheon for the wife of the prime minister of Portugal; and the deputy secretary's luncheon honoring members of the Soviet delegation. Handling arrangements were Ms. Gardner, GEORGIA BOOTH, Ms. Montieth, Ms. Guice, KRIS DAWLEY and KIMBERLY MIDDLETON ... Assisting at the Secretary and Mrs. Shultz's dinner honoring members of the National Council for the Restoration of Blair House and their tour of Blair House were Mr. Gookin, Mr. Angulo, Ms. Gardner, Mr. Dunham, Ms. Gerardi, Ms. Somerville, DONNA BLACK, Ms. Booth, Mr. Daly, Ms. Sotiropoulos, SANDY SHARPE, ERIN WALSH, Ms. Bumgardner, LINDA WHEELER, DELILAH LILLY, WILLIAM CARTER and IRIA ROE ... Mrs. Roosevelt led the protocol team to New York to coordinate the Secretary and Mrs. Shultz's representational events and the Secretary's bilaterals. Traveling were Mr. Gookin, Ms. Gardner, Ms. Booth, Ms. Guice, Ms. Middleton, CHENOBIA CALHOUN, ANNE KILLEA, Ms. Lilly and Mr. Walsh.

BRENDA CONNORS of the New York Protocol Office was the officer-in-charge of greeting on arrival ranking foreign officials who attended the UN General Assembly session. Assisting were HERBERT T. MITCHELL, MICHAEL CURRY and CAROLYN CONTEE ... Mr. Towell presided at the swearing-in ceremony of ANN WROBLESKI as assistant secretary for international narcotics matters; Mr. Gookin at the swearing-in of CAROL HALLERT as U.S. ambassador to the Bahamas; and Mr. Angulo at the ceremonies of JONATHAN MOORE as ambassador-at-large and coordinator of refugee affairs, DENNIS KUX as U.S. ambassador to the Ivory Coast, BRUNSON McKINLEY as U.S. ambassador to Haiti, PRINCETON LYMAN as U.S. ambassador to Nigeria, DAVID MACK as U.S. ambassador to the United Arab Emirates, and SAM Z. ZAKHEM as U.S. ambassador to Bahrain.

People: KRIS DAWLEY and ERIC BERTHOLD have joined the ceremonials section and the New York office ... ALEXANDRA MILLER has accepted a position with the delegation to the negotiations on nuclear and space arms ... After 30 years of service, of which 24 were in Protocol, ROWENA HOOD has retired. □

OFFICE OF COMMUNICATIONS—At support communications officer graduation, left to right, front: *Mrs. Joseph Davenport, Melvin Kolb, Thomas Hettel, Robert Ribera, Mrs. Joseph Davenport, Sandra Reed, Albert Childs.* Rear: *Deborah Rickard, Matthew Minor, Robert Blankenship, Cliff Thomas, Charles Shuster, James Hayes, Matthew McClammy, Griffith Murray, Floyd Hagopian, William Sayko, Jeffrey Myers, Kenneth Knudsen.*

Administration

Office of Communications

During September, deputy assistant secretary ROBERT RIBERA visited Moscow, Tokyo, Seoul, Karachi and London, to discuss communications matters. While in London, he participated in the inauguration of the first State Department commercial satellite link ... He headed the U.S. delegation in a meeting with the Soviets on the modernization of the hotline.

Domestic personnel changes during September: JOSEPH STRONKO has assumed duties as chief, Plans, Programs and Facilities Division (Technical Services Directorate); DAVID W. SMITH as information programs officer (Resource Management Staff); DONALD SPIKER as position management coordinator (Resource Management Staff); JAMES C. NORTON as an instructor (Training Division); RICHARD SHARP as communications management specialist (Interagency Affairs); WILLIAM G. LOUGHNER as communications specialist (Foreign Operation Network, VIP Division) ... In Washington on consultations: JOHN FUERLINGER, Ottawa; AL LAATSCH, Port Moresby; LYNN DOUGHTY, Kigali; RUDY SZABADOS, Dakar; CHARLES STOUT, Ankara; LAFAYETTE GREENFIELD, Banjul; SIDNEY NANCE, Abu Dhabi; RICKEY REED, Suva; MICHAEL GALLAGHER, Bonn; PAUL DOUMITT, Beijing; JOHN WILLEMS, Kingston; HERMAN BECKHAM, Hong Kong; BILLY D. FEELY, Moscow; JAMES MORGAN, Abidjan; AUDREY SCHENCK, Bonn; JAMES M. MADUX, Kinshasa; WALTER TYZNIK, Havana; ROBERT CLAUS, Lisbon; JERRY SCROSIA, Port Louis; GENE GRAVELLE, Manila; MICHAEL KULIGOWSKI, Seoul; DARIS LEWIS, San Jose; STUART WILLA, Rome; RICHARD FINNERAN, Karachi; GARY RICHARDSON, Paris; DOUGLAS McGIFFORD, Vienna.

LA PAZ, Bolivia—Ambassador *Edward M. Rowell*, left, presents to *Robert N. Mansfield*, communications program officer, a Meritorious Honor Award with meritorious step increase, for outstanding services rendered in La Paz, Bolivia.

Completing courses in the Communications Training Division: ALBERT CHILDS, Bangkok; JOSEPH DAVENPORT, Bamako; EVA DEPPING, Maseru; MATTHEW McCLAMMY, Athens; GRIFFITH MURRAY, Dakar; DEBORAH RICKARD, Geneva; WILLIAM SAYKO, Nouakchott; MATTHEW MINOR, Hong Kong; ROBERT BLANKENSHIP, Bangui; KENNETH KNUDSEN, Libreville; MELVIN KLOB, Paris; JEFFREY MYERS, Doha; SANDRA REED, Seoul; CHARLES SHUSTER, London; THOMAS HETTEL, Lome; JAMES HAYES, Rome; RONALD CARPENTER, Brussels; JOANNE LEWIS, ROBERT PRYOR and RICHARD SHEETS, Washington; JAMES MORGAN, Abidjan; SIDNEY NANCE, Abu Dhabi; STEPEHEN WILSON, Caracas; CROSBY TANNER and LOUCELOUS BETTS, Lagos; AUDREY SCHENCK, Bonn; BONNIE PATES, Naha; MICHAEL GALLAGHER, Bonn; RONALD JAWORSKI, Washington; BARBARA MASLAK, Oporto; CELESTINE QUINN, Bilbao; HOLLIS SUMMERS, Ponta Delgada; HELEN LAWING, Banjul; JOAN DOUMA, Izmir; PHYLISS ENGLEHART, Mombasa; THOMAS SUTTON, Vancouver; DOMENICA WALLER, Dhahran; PATRICIA SWIERCZEK, Melbourne; KATHLEEN McGUIGAN, Washington; KENNETH HILL, Amman; RICKEY REED, Geneva; ALLWYN LAATSCH, Port Moresby; BILLY FEELY, Bangkok; DAVID FLEMING, Khartoum; HERMAN BECKHAM, Hong Kong; JOHN WILLEMS, Kingston; LYNN DOUGHTY, Kigali; BRENDA SCARBROUGH, Panama, and JOSEPH COMFORT, Washington. □

Foreign Buildings Office

Newcomers: On September 8 WILLIAM A. HYDE joined the office as chief area operations officer for the Near East and South Asia. This assignment follows his return from Tegucigalpa, where he was administrative counselor. Mr. Hyde entered the Foreign Service in 1962, and has served overseas in administrative assignments in Damascus, Vientiene, Baida (Libya), Tangier, La Paz and Quito ... PETER H. DETTMER has joined the office as a Foreign Service construction engineer, and will be assigned as the project manager for Manama. He worked in engineering

assignments for the County of Los Angeles for a number of years, then founded his own construction company in Seattle.

Management: Deputy assistant secretary RICHARD N. DERTADIAN and director BRYCE M. GERLACH attended the American General Contractors' Association mid-year conference, in Kansas City. Mr. Dertadian presented the status of the security building program to the international committee. He responded to questions concerning legislation and overseas contractors ... He met with principal officers to discuss construction projects at various overseas posts: Ambassador THOMAS PICKERING from Tel Aviv; consul general DONALD ANDERSON from Hong Kong; Ambassador NICHOLAS SALGO, concerning East Germany property negotiations; Ambassador ROBERT HOUDEK from Kampala; and Ambassador RONALD PALMER from Port Louis ... Mr. Gerlach met with Ambassador-designate WALTER STADLER of Cotonou, deputy chief of mission DAVID RANSOM of Damascus and administrative officer GEORGIA DABELLA from Sanaa, to discuss capital projects at their posts ... HERBERT W. SCHULZ, director for operations and administration, met with Ambassador-designate DAVID CORN of Lome to brief him on projects affecting his post ... He met with Ambassadors TED GILDRED of Buenos Aires and DONALD PETERSON of Dar es Salaam, and briefed Ambassador CHARLES GILLESPIE, about the construction of an embassy annex and the acquisition of Marine security guard quarters. □

Office of Language Services

PILAR MOLNAR was named chief of the Translating Division, and JAMES FEENEY became head of the Romance translations section ... Director HARRY OBST traveled to Geneva, to review language support for arms control negotiations; he met with Ambassador MAX KAMPELMAN and representatives of four arms control delegations ... The sixth round of the nuclear and space talks opened in Geneva, with participation by staff interpreters DIMITRI ARENSBURGER, WILLIAM H. HOPKINS and PETER AFANASENKO, staff translator LAWRENCE BURRELL and a contingent of contractors ... Many staff interpreters shuttled back and forth to New York for the UN General Assembly ... DIMITRY ZARECHNAK interpreted for the bilateral meetings between SECRETARY SHULTZ and the Soviet foreign minister ... NEIL SEIDENMAN interpreted for the state visit of the president of Brazil ... Other staff members were on assignments in Moscow, Bern, Tunisia, Algeria, Central America and Honolulu ... Translators AMY BURKE and LAURA MYERS attended the five-day Xerox 800 network system administrator's workshop, in Leesburg, Va. □

Office of Operations

Allowances: Since January, the average worldwide per diem rate has increased from $78.68 to $87.17. This represents a 10.8% increase ... On September 22, Treasury hosted a meeting of the foreign affairs agencies to discuss the value of overseas benefits excluded from federal income tax. Members of the Allowances Staff were in attendance.

Overseas Schools: The Benjamin Franklin International School in Barcelona opened in September, with approximately 150 students. Construction has been started on the Budapest American School.

Supply, Transportation and Procurement: On a test basis, the office is purchasing a limited number of diesel-powered vehicles, to be introduced in the field this fiscal year ... The Regional Employees Association managers conference will be held in Torrejon, Spain, October 13–17 ... The Despatch Agency in Baltimore reported savings of more than $1.8 million during fiscal year 1986, through consolidation and containerization.

Foreign Affairs Information Management Center: Representatives from the office visited the assistant secretary of state for California, to discuss ways to improve processing of documents for authentication ... The Library has coordinated the fiscal year 1986 procurement and invoice approval for Department users of Mead Data Central services. Besides reducing paperwork, this effort reportedly resulted in additional discounts accruing to the Library and the bureaus of approximately $22,000 in Lexis/Nexis costs this year ... As a result of reduced rates for in-house printing services, Publishing Services reported saving bureaus $68,017 last August.

Facilities Management and Support Services: A carpet-repair project is underway in the cafeteria ... the first floor corridors are being repainted ... Building Services will be removing all old telephone instruments from the corridors, in an effort clear halls of litter ... In an effort to conserve energy, light sensors are being installed in all hallways, restrooms and conference rooms. □

Office of Supply, Transportation and Procurement

Deputy assistant secretary JOHN CONDAYAN and director JAMES B. LACKEY held consultations with NATALE GIACOBBI of the European Logistic and Support Office and his staff, in Antwerp, prior to visiting with WILLIAM A. LEVIS, SALLY ALLEN and other members of the Regional Procurement and Support Office in Bonn ... Mr. Condayan and Mr. Lackey continued their trip to Tokyo, where they held consultations with THOMAS PETTIT of the Regional Procurement Office ... Mr. Lackey also visited the San Francisco Despatch Office, where he held discussions with JOHN MILLER and his staff. □

African Affairs

Office of Regional Affairs: Labor affairs adviser RAY PARDON visited Alfred University, New York, September 20–22, where he gave a speech on southern African policy and met with classes on African politics and international relations ... Regional affairs officers BERNADETTE ALLEN and JEAN GARDNER traveled to New York, the week of September 29, to assist with arrangements for the Secretary's luncheon for Organization of African Unity members and with bilateral meetings between Department officials and heads of UN delegations from African states.

Office of Economic Policy: JUDITH R. FERGIN, financial economist, has come on board ... RANDY REED, deputy director, was to visit southern and eastern Africa, September 25–October 16 ... GORDON R. POWERS, commercial coordinator, attended the AID private sector workshop in Abidjan and Nairobi, and consulted on private-sector affairs at the embassy in Port Louis, September 21–October 4.

Office of Public Affairs: Assistant Secretary CHESTER CROCKER appeared on CBS Morning News, October 1, to discuss South Africa ... NANCY MORGAN joined the office as its director, September 8. □

ABIDJAN, Ivory Coast—At awards ceremony, left to right: *Emmanuel Djoussou, Robert Attah, Yao Apedo, Leila Gabriel,* Ambassador *Robert H. Miller, Ben Thomas, Edward Norteye, Bakary Camara.*

Consular Affairs

On September 11 Assistant Secretary JOAN M. CLARK delivered the welcoming address to the 34th class of the Foreign Service, at its swearing-in ceremony ... JOHN H. ADAMS, director, Citizens Emergency Center, addressed the annual conference of the International Funeral Directors Association, in Montreal, September 25. He spoke on the responsibility of consular officers when an American dies abroad ... THOMAS L. RANDALL of the center represented Overseas Citizens Services at the European consular workshop in West Berlin, in late September ... From September 22–26, CARMEN A. DiPLACIDO, director of citizens consular services, attended the annual federal benefits officers conference, in London. While there, he consulted with the embassy's American citizens services staff ... During the week of October 5, ROY DAVIS, Program Planning and Coordination Staff, visited the consulate general in Vancouver, to oversee installation of the computerized citizens services system for tracking American citizen services cases ... SHARON MUSSOMELI and FABIO SATURNI have joined the staff of Citizens Consular Services.

STEVE FISCHEL and EDWARD ODOM of the Advisory Opinions Division, Visa Office, attended a one-day seminar in September sponsored by Career Track, Inc., on assertiveness training for managers. They also attended an employee relations seminar for supervisors, in the Department, September 29–30 ... From September 21–October 10, BARBARA BELSITO, Field Support and Liaison Division, Visa Office, traveled to Nassau, Kingston, Port-of-Spain, Bridgetown, Fort-de-France, Port-au-Prince and Santo Domingo, to review visa operations and assure consistency and uniformity in visa procedures ...; ELEANOR J. HARRIS, Coordination Division, traveled, September 26–October 10, to Hong Kong, Guangzhou, Shanghai, Beijing and Tokyo, for coordination and review of security procedures for issuing visitors visas pertinent to visitors from those posts ... From October 1–10, ROYCE FICHTE, Systems Liaison and Procedures Division, participated in the Foreign Service national workshop in Santo Domingo ... P. DAVID HUSAR, Systems Liaison and Procedures Division, was to visit London, Paris, Frankfurt, Jeddah and New Delhi, October 6–November 6, to review immigrant visa applicant control systems and nonimmigrant visa/computer-assisted processing systems usage and procedures ... From October 6–13, JOHN SPIEGEL, Field Support and Liaison Division, visited Khartoum, Addis Ababa and Athens, to review visa operations ... ELLEN GOFF, Port Liaison Division, traveled to Tel Aviv, Riyadh, Bombay, Colombo, Madras, New Delhi, Calcutta, Dhaka, Bangkok and Hong Kong, October 1–November 8, to review visa operations ... BARBARA BRAWNER, Communications and Records Division, is departing the Visa Office for the Bureau of International Organization Affairs ... The Visa Office welcomed DAWN HUGHES to the Coordination Division, and TRUMAN TRANG to the Communications and Records Division.

The annual passport regional directors' conference was held in Washington, September 22–26. Attending from Passport Services were HARRY L. COBURN, deputy assistant secretary; MYRA HOWZE SHIPLETT, associate director; MARLENE SCHWARTZ, director, Field Coordiantion Staff; VIVIAN A. FERRIN, expert consultant; JOHN HOTCHNER, special assistant; NANCY FINN, coordinator for insular affairs; and JANET DAVIS, travel documents issuance system coordinator. Regional directors attending were LOUIS SHEEDY, Boston; JAMES MORLEY, Chicago; THOMAS FARRELL, Houston; SAKAE M. HAWLEY, Los Angeles; JAMISS SEBERT, Miami; EUGENE BRIGGS, New York; JOYCE GUNN, New Orleans; JACK COLBOURN, San Francisco; EDWARD HART, Seattle; RONALD AYRES, Stamford; and COLUMBUS GEER, Washington. Assistant regional directors attending were RALPH JOHNSON, Boston; WINIFRED COOK, Honolulu; MICHAEL BOARD, New Orleans; DOROTHY YOUNG, Philadelphia; and MICHAEL SILVA, San Francisco.

On September 3 PAUL F. BIGELOW, deputy regional director in Seattle, retired from the Foreign Service, to pursue a career in private industry ... SUSAN I. SHORT, acceptance agents coordinator, Seattle Passport Agency, addressed the Oregon county clerks conference in Bandon, September 11–12, about the travel document issuance system and passport fraud ... STEVEN MULLEN has become the new deputy regional director at the Seattle Passport Agency. He was formerly antifraud program coordinator at the San Francisco agency ... A training seminar for Indianapolis postal employees, clerks of court, and military acceptance agents was conducted by KATHY WALKER, acceptance agents coordinator at the Chicago Passport Agency, September 24–26 ... While in Indianapolis, she visited the offices of Senators Richard Lugar (R.) and Dan Quayle (R.) and Congressman Andy Jacobs (D.) ... In August EUGENE BRIGGS, regional director of the New Orleans Passport Agency, transferred to the New York Passport Agency as the new regional director.

During the week of September 28 EFRAIN ORTIZ of the Systems Staff traveled to Port-au-Prince, to review the computer site and install software ... RICHARD RUBLE and GENE SHUMAN, Systems Staff, accompanied a team of contractors to Toronto, September 28–30, for initial work on the consular lookout and support system ... SYLVIA BAZALA, Office of the Executive Director, traveled to Berlin in September, for the consular Foreign Service national and Foreign Service officer workshops ... EILEEN MALLOY of that office participated in a design survey team visit to Mexico City. The team developed a series of modifications to the Foreign Buildings Office's proposed renovation project. □

ADANA, Turkey—Ambassador *Robert Strausz-Hupe* (dark suit, center) meets with consulate personnel on a visit here. Others, front row, left to right: *Maide Turkeser, Galip Kok, Mary Gin Kennedy, Scott F. Kilner, Storme Altmannsberger, Ezgezer Karatekin.* Back row: *James Bigelow, Selahi Huseyin, Hamza Ulucay, David A. Rollman.*

DUBAI, United Arab Emirates—Consul general *David C. Litt*, right, and vice consul *Michael J. Varga* present Certificate of Merit to consular assistant *Sonali Pandya*.

East Asian and Pacific Affairs

Assistant Secretary GASTON SIGUR traveled to New York, to participate in events at the 41st UN General Assembly session, including SECRETARY SHULTZ's meeting with the Japanese, Chinese and Republic of Korea foreign ministers and a luncheon for Association of Southeast Asian Nations representatives hosted by the Secretary ... Mr. Sigur met with the Australian foreign minister. Others from the bureau who took part in these meetings included deputy assistant secretaries JOHN MONJO, JAMES LILLEY and WILLIAM CLARK; RICHARD WILSON, director, and JOSEPH SNYDER, deputy director, Indonesia, Malaysia, Brunei and Singapore affairs; SHEPARD LOWMAN, director for Vietnam, Laos and Cambodia affairs; STEPHEN ECTON, director for Australia and New Zealand affairs; THOMAS HUBBARD, director for Japan affairs; staff assistants NIELS MARQUARDT and JIM ZUMWALT; and secretaries MARY ANN COTE and MARCELLA HEMBRY ... On September 29 Mr. Monjo spoke on "Developments in East Asia," to visiting members of the World Affairs Council of Northern California ... On October 2 he addressed students at National Defense University's Industrial College of the Armed Forces, at a seminar on "Overview of U.S. Interests and Options in Southeast Asia." ... He attended a conference on the Philippines, at Fletcher School, Boston, October 5–7 ... Mr. Clark traveled to Japan, September 13–20, to attend a Fulbright Commission-sponsored conference on Japan-U.S. economic and trade relations, in Oiso ... He met with embassy and Japanese officials in Tokyo ... Ambassador J. STAPLETON ROY arrived in Washington, October 4, to take up his duties as deputy assistant secretary in charge of China, Hong Kong, Australia, New Zealand, Pacific Islands and Taiwan ... Australian country officer SUSAN KEOGH-FISHER traveled to Australia and New Zealand, September 6–25, for consultations as part of her orientation ... The Office of Chinese Affairs deputy director, JOAN PLAISTED, and country officer ROBERT D. GOLDBERG participated in the September 22–23 International Law Institute conference on China and the General Agreement on Tariffs and Trade, in Washington ... RICHARD WILSON, director for Indonesia, Malaysia, Brunei and Singapore affairs, attended an October 7–9 conference in Ottawa, to discuss relations between Canada and Malaysia ... Deputy director JOSEPH SNYDER traveled on consultations to Honolulu, Indonesia, Malaysia, Brunei and Singapore, October 9–November 2 ... GENE CHRISTY, country officer for Indonesia, traveled on consultations to Indonesia, Malaysia, Brunei and Singapore, September 12–October 4.

CHARLES KARTMAN, deputy director of Japan affairs, traveled to Japan, September 29–October 10, for consultations in Tokyo, and to visit the constituent posts ... Mr. Kartman and

CANBERRA, Australia—Ambassador *Laurence William Lane Jr.* presents political counselor *Richard W. Baker III* a Superior Honor Award.

political officer CHARLES COHEN attended the biennial meeting of the Japan-U.S. Friendship Commission, September 22, in Washington ... Economic officer JIM DERHAM attended a U.S.-Japan energy experts meeting in Tokyo, September 20–26 ... Economic officer WILLIAM CORBETT attended civil aviation talks in Tokyo, September 23–26 ... CHARLES SALMON, director, Office of Philippine Affairs, traveled to San Francisco, September 15, to take part in the welcoming ceremony for the Philippine president and in the president's visit to Washington, New York, Boston and San Francisco ... On September 30 he spoke on the Philippines, at a foreign policy conference in Hartford, Conn., sponsored by the Department and the Hartford World Affairs Council ... He participated in a conference on the Philippines at the Fletcher School of Law and Diplomacy, October 5–7 ... JOHN FINNEY, deputy director, gave a speech to students at Georgetown University, October 7 ... The director for regional affairs, CHARLES SCHMITZ, traveled to Brussels, Belgium, October 1–3, as part of the U.S. delegation to the NATO regional experts meeting on eastern and southern Asia ... Regional labor adviser WILLIAM HARBIN met with democratic trade union leaders in Korea and the Philippines, September 5–20 ... On September 20 GORDON CUCULLU led a seminar, on the military situation in the Philippines, with a group of Navy reservists in San Diego. The reserve unit was scheduled to deploy to Subic Bay in October ... On September 22 he conducted a discussion at the University of New Mexico, Albuquerque, on East Asian political-military affairs, with emphasis on Korea ... The ambassador to Thailand, WILLIAM BROWN, returned to Washington for consultations, September 20–October 7 ... He gave a speech on U.S.-Thai relations to the Asia Society, October 8, and appeared on a Boston television station, October 9, to discuss the narcotics situation in Thailand ... ROBERT LOFTIS, Burma desk officer and narcotics officer for East Asia and the Pacific, traveled to Hawaii, Thailand and Burma, September 6–29, for consultations with embassy and government officials ... JOHN MERANTE, economic officer, traveled to Thailand and Burma, September 29–October 14, for consultations with embassy and government officials, as well as local businessmen ... JEFFREY V.S. MILLINGTON has assumed his new position as deputy director for the Office of Vietnam, Laos and Cambodia Affairs... LAURENCE M. KERR joined the staff as the new Vietnam desk officer. His last assignment was Guatemala ... ANTHONY KOLANKIEWICS, country officer for Cambodia and Laos, traveled to southeast Asia in October. Points visited in this orientation tour included Singapore, Kuala Lumpur, Bangkok, Vientiane, Chiang Mai and Honolulu. □

Economic and Business Affairs

Assistant Secretary DOUGLAS McMINN traveled to Punta del Este, Uruguay, September 13–20, as part of the U.S. delegation to the General Agreement on Tariffs and Trade ministerial. The ministerial was successful in launching a new round of multilateral trade negotiations ... JEFFREY N. SHANE, deputy assistant secretary for transportation affairs, chaired the U.S. delegation to civil aviation talks with the United Kingdom, in Washington, September 8–10 ... Mr. Shane assisted Mr. McMinn in testifying before the Investigation and Oversight Subcommittee of the House Committee on Public Works and Transportation, September 11 ... From September 24–27, Mr. Shane traveled to Tokyo, to conduct aviation negotiations with the government of Japan. He was accompanied by JOHN HOOVER, Office of Aviation Negotiations ... Mr. Shane conducted informal civil air talks with the Netherlands, October 1, in Washington ... CHARLES ANGEVINE, special negotiator for transportation affairs, chaired the U.S. delegation to civil aviation negotiations with the government of Saudi Arabia, September 10–12, in Washington ... ERWIN VON DEN STEINEN and JOAN GRAVATT, Office of Aviation Programs and Policy, traveled to Montreal, September 23–October 10, as members of the U.S. delegation to the International Civil Aviation Organization general assembly.

ALAN P. LARSON, deputy assistant secretary-designate for international energy and resources policy, traveled to Paris, September 28, to attend the International Energy Agency's governing board meeting ... DANIEL P. SERWER, director, Office of Energy Consumer Country Affairs, headed the U.S. delegation to the U.S.-Japan energy experts group meeting, in Tokyo, September 24–25 ... STEPHEN J. GALLOGLY, same office, accompanied the Secretary of Energy to Scandanavia, September 13–24 ... KEVIN E. HONAN, same office, traveled to Paris, July 24, to attend the International Energy Agency's governing board and conservation policy group meetings ... In early Sep-

tember, ELIZABETH EWING, Textiles, Division, was a member of the U.S. delegation traveling to Mauritius, India and Pakistan, for bilateral textile negotiations ... During the week of September 8, EDWARD GOFF, same office, participated in textile negotiations with the Philippines, in Washington ... ANNE JILLSON, assistant chief, Textiles Division, was a member of the U.S. delegation which traveled to Port-au-Prince for a third round of negotiations. A new bilateral textile agreement was signed on September 26 ... After Haiti, the textile delegation traveled to Grenada, for discussions on the Caribbean basin initiative textile program.

People: Employees who have entered on duty in the bureau are CHERYL RUDD, Executive Staff; JACOB WALLES, Trade and Foreign Policy Controls Division; and JOSEPH DiBISCEGLIE, Office of the Assistant Secretary. □

MADRAS, India—Consul general *John D. Stempel* presents award for outstanding service to *Daviá'Napierkowski*, economic/commercial officer, right.

European and Canadian Affairs

Front Office: After participating in the Secretary's meetings with the Soviet foreign minister, Assistant Secretary ROZANNE L. RIDGWAY spent the week of September 22 in New York, attending bilateral meetings. She was accompanied by special assistants NADIA TONGOUR and DIANA SMITH ... Deputy assistant secretary THOMAS W. SIMONS JR. participated in Afghanistan talks in Moscow, September 1–5 ... He attended meetings at the United Nations, in late September, between the Soviet foreign minister and the Secretary ... Deputy assistant secretary JIM WILKINSON traveled to Oslo, for U.S.-Norwegian consultations, September 16–17, and consulted with Embassies London, Dublin and Consulate General Belfast, September 18–24 ... He participated in the Nordic chiefs of mission conference, in Copenhagen, September 25–26, and visited Embassy Reykjavik, September 28–30 ... Deputy assistant secretary WILLIAM BODDE JR. spent September 24 in New York, participating in bilaterals at the United Nations.

Office of Canadian Affairs: ROBERT HOMME replaced CARROLL BROWN as director, September 22. Mr. Brown is serving as the bureau's regional adviser at the UN General Assembly. Almost immediately after assuming his new position, he traveled to Colorado Springs, Colo., September 29, for consultations ... LARRY BUTCHER participated in the fifth round of U.S.-Canada free trade negotiations, in Washington, September 24–26 ... He took part in bilateral steel consultations, September 17, in Toronto.

Office of Central European Affairs: Director HARRY GILMORE traveled to Bonn, Zurich, Bern and Vienna, for consultations, September 6–17 ... He followed up with a trip to New York, to participate in the Secretary's bilateral with the German foreign minister.

Office of Northern European Affairs: L. PAUL BREMER III departed The Hague, August 25, ending his tour of duty as chief of mission ... Office director FORD COOPER spent two weeks, September 14–October 1, in Europe, visiting Oslo for annual bilateral discussions; Dublin, Belfast and Reykjavik for consultations; and Copenhagen for a Nordic chiefs of mission meeting ... On September 3 Iceland country affairs officer HOWARD PERLOW accompanied Department counselor EDWARD DERWINSKI and an interagency team to London, for discussions with Icelandic government officials. Ambassador NICHOLAS RUWE participated ... ROSS RODGERS, country officer for Norway and Denmark, was in Oslo and Copenhagen, September 13–18, for bilateral discussions ... Assistant United Kingdom country officer KIRK RESSLER, in September, traveled to Hamilton, Bermuda, London and Belfast ... Foreign Service secretary INGEBORG HEMPEL retired, leaving the office on September 4.

Office of European Security and Political Affairs: DAVID JOHNSON of the political section took part in the preparatory session for the Conference on Security and Cooperation in Europe follow-up meeting in Vienna, September 23–October 7.

Office of Southern European Affairs: Ambassador ROBERT STRAUSZ-HUPE arrived September 22 from Ankara, for a week of consultations ... MARK C. LISSFELT, office director, and TOWNSEND B. FRIEDMAN JR., deputy director, traveled to New York, September 22–24 and October 1, respectively, for the Secretary's bilaterals with the president of Cyprus and the Greek and Turkish foreign ministers ... ROBERT S. PACE, officer-in-charge of Turkish affairs, departed, September 30, for Istanbul, Ankara, Athens and Nicosia, for orientation and consultations ... Foreign Service secretary MARLENE L. CURTAIN joined the office staff on September 29.

Office of Soviet Union Affairs: The office, in September, was busy with preparations for the Secretary's September 19–20 meeting with the Soviet foreign minister, the subsequent Shultz-Shevardnadze meetings in New York, and the President's impending meeting with MIKHAIL GORBACHEV in Reykjavik ... WILLIAM H. COURTNEY, consul general-designate for Kiev, has been on the speaker's circuit, addressing Ukrainian-American groups in Chicago, New York, Detroit, Cleveland, Philadelphia, Boston and Washington, on plans for opening the consulate general in Kiev. □

FRANKFURT, West Germany—Consul general *William Bodde Jr.* presents Meritorious Honor Award to Marine detachment commander *Melvin T. Green* and the detachment.

Human Rights and Humanitarian Affairs

Assistant Secretary RICHARD SCHIFTER traveled to Bussum, the Netherlands, September 9–13, to participate as keynote speaker in a conference on the "Role of the Churches in Peace/Human Rights Issues in Europe."... He addressed a group of human rights leaders at the White House, October 7, where they were meeting with PRESIDENT REAGAN and the recently-released Soviet dissident, YURI ORLOV ... LAURA J. DIETRICH, deputy assistant secretary, traveled to Haiti, September 8–12, to meet with government officials and private citizens, reviewing human rights initiatives, judicial reform and the elections schedule ... ROGER PILON, director of policy, spoke before the leadership of the Ukrainian Catholic Church, September 28, at the 25th anniversary observance of the Chicago Eparchy of the Ukrainian Catholic

Church ... On the same day, he spoke before the Metrowest Conference on Soviet Jewry, in East Orange, N.J.... On October 7 he spoke before the leadership of the United Pentacostal Church International, in St. Louis ... On October 8 he held a press conference at the Foreign Press Center in Washington ... His article, "The Idea of Human Rights," appeared in the fall issue of the National Interest magazine.

THOMAS WILLIAMS, director, Office of Multilateral Affairs and Programs, visited Pakistan and Indonesia, September 15–27, for consultations on human rights concerns with U.S. embassy and government officials and representatives of human rights organizations ... In Pakistan, in addition to stops in Islamabad and Karachi, he went to Peshawar, for discussions of human rights problems arising from the Soviet invasion of Afghanistan ... In Indonesia, he spent two days in East Timor and consulted in Jakarta ... DOUGLAS WAKE, regional officer for Europe, visited Czechoslovakia, Romania, Hungary and Yugoslavia, September 19–October 4, for consultations with U.S. embassy, host government officials and other persons. □

Intelligence and Research

Office of the Geographer: GEORGE J. DEMKO, director, lectured at the University of Delaware, September 19, on "Geographic Research in Foreign Relations Issues." ... On October 2 he lectured at the International Conference on Migration meeting at Aspen, Colo., on "Demographic Research in the Department of State," and delivered a lecture at the University of Colorado, October 3, entitled "Internationalizing the Geography Curriculum." ... On October 17 he delivered lectures at Pennsylvania State University, on "Geographic Issues in the Soviet Five-Year Plan" and "Geographic Research Issues in a Foreign Policy Context."

Office of Analysis for Near East and South Asia: Director GEORGE S. HARRIS traveled to Cairo, Ankara, Islamabad, Kuala Lumpur, Beijing and Tokyo, for consultations with embassies ... Deputy director RON LORTON, Pakistan analyst ELIZA VAN HOLLEN and Afghanistan analyst CRAIG KARP attended the Foreign Policy Research Institute conference on "Implications of the Soviet Presence in Afghanistan," in Rosslyn, Va.

Office of Intelligence and Research for Africa: MARTIN LOWENKOPF attended the Stanley Foundation conference on the United States and radical regimes in the Third World, at Coolfont, W.Va., September 25–27 ... He authored a chapter on Mozambique in "Reassessing the Soviet Challenge in Africa," University of California Press. □

International Narcotics Matters

ANN WROBLESKI was sworn in as assistant secretary for international narcotics matters on September 30. She had been acting assistant secretary and assistant secretary-designate since May. Deputy Secretary JOHN WHITEHEAD presided. Attending were representatives of federal agencies involved in drug control. Ms. Wrobleski's husband, PHILIP TRULUCK, and her father, ED WROBLESKI, took part in the ceremony.

Ms. Wrobleski traveled to Stockholm, September 15–19, as a member of the U.S. delegation to attend a conference, sponsored by Sweden and the United Nations, of nongovernmental organizations involved in drug abuse control ... Program officer DIANNE GRAHAM participated on the U.S. delegation ... Ms. Wrobleski accompanied Attorney General EDWIN MEESE to Mexico, October 8–10, to meet with Latin American law enforcement officials ... On September 15–16 deputy assistant secretary JERRALD MARK DION traveled to Kathmandu, Nepal, to chair the first South Asia regional narcotics symposium for narcotics coordinators (deputy chiefs of mission) from Embassies New Delhi, Islamabad, Dhaka, Colombo and Kathmandu. He was accompanied by International Narcotics Matters' specialist MANUEL GALLARDO, program officer CAROLEEN WILLIAMS and Asia Division chief GENE MARSHALL ... Mr. Marshall stopped in Hong Kong, Bangkok and Rangoon, for consultations with American and local officials on narcotics matters ... After the symposium, Mr. Dion headed the U.S. delegation at the U.S.-India narcotics working group meetings, September 19–20, in New Delhi, and at the U.S.-Pakistan narcotics working group meetings, September 22–23, in Islamabad ... The U.S. delegations at both working group sessions included officials from the Drug Enforcement Administration, the bureau and other Government agencies.

CAESAR P. BERNAL, director, Office of Program Management, conducted a two-week study in Pakistan, at the behest of the embassy and the government, relative to a crop control strategy to reduce the cultivation of the opium poppy. The study included visits to areas in the Northwest Frontier Province and in the Punjab ... Shortly after the Pakistan assignment, Mr. Bernal traveled to Guatemala City, to consult with embassy officials and government officers about narcotics control strategy to eliminate marijuana and poppy cultivation in remote areas of the national territory ... Mr. Bernal traveled to Mexico City, to review program strategy and attend the inauguration of the newly-elected governor of the state of Chihuahua, along the U.S. border ... On September 15 W. KENNETH THOMPSON, deputy director, Office of Program Management, addressed the United Nations Association, in New York ... Foreign visitors to the bureau included Prime Minister EDWARD SEAGA of Jamaica and vice minister of interior AUGUSTIN MANTILLA of Peru.

International Organization Affairs

ROBERT LUACES, political officer, Office of UN Political and Multilateral Affairs, traveled to Brussels, September 29–30, for the NATO disarmament experts meeting ... Mr. Luaces and WALTER H. MANGER, political officer, same office, were to travel to New York, October 13–November 21, to participate for three weeks each at the UN General Assembly, on First Committee issues ... DAVID ETTINGER, political officer, same office, was to travel to New York, October 13–21, to attend the General Assembly meetings on Sixth Committee issues ... HAR-

"I know you just spent a lot of time in Brazil, James, but I would appreciate your not referring to me as 'chien méchant,' whatever that means." ***(It means dangerous dog—Editor.)***

VEY LAMPERT, political officer, same office, was to travel to Montreal in mid-October . . . JAMES W. SHINN, acting director of the office, traveled to New York for consultations, October 6–7.

KATHLEEN STEMPLINSKI and MILDRED ZYVOLOSKY served as administrative officer and conference documents officer, respectively, at the General Agreement on Tariffs and Trade ministerial conference, in Punta del Este, Uruguay, September 14–20 . . . STEPHEN CROMWELL served as administrative officer at the General Assembly, September 17–October 4 . . . SALLY HARMON served as administrative officer, September 17–23 . . . CAROLYN HESKIN, CAROLE MEDEIROS and PAT COYLE served as administrative officer, conference documents officer and general services officer, respectively, during the hostship for the NATO planning board for ocean shipping, September 29–October 2.

JOHN M. HERZBERG transferred from New York to the Office of the Deputy Assistant Secretary for International Social and Humanitarian Affairs . . . PETER FROST, Office of International Development Assistance, retired . . . JAMES SARTORIUS, Office of International Economic Policy, retired . . . Administrative officer MARGIE OZIER and post management officer WILLIAM KOHLENBUSH traveled to New York, for consultations with the mission administrative staff, on September 25–26 and 29–30, respectively. □

Legal Adviser's Office

MICHAEL G. KOZAK, principal deputy legal adviser, and T. MICHAEL PEAY, deputy assistant legal adviser for law enforcement and intelligence, traveled to Mexico City, September 22–26, to conduct mutual legal assistance treaty negotiations . . . RONALD BETTAUER, assistant legal adviser for nuclear affairs, headed the U.S. delegation to a July 21–August 15 meeting of government experts, at the International Atomic Energy Agency in Vienna, at which the texts of two conventions—one on early notification of a nuclear accident, the other on assistance in the case of a nuclear accident or radiological emergency—were agreed to by consensus of the 62 participating states. These conventions were considered at the International Atomic Energy Agency board of governors meeting in Vienna, September 22–23, and were adopted and opened for signature at the special session of the agency's general conference in Vienna, September 24–26. On September 26 the United States and 50 other states signed both conventions . . . Mr. Bettauer was also a member of the U.S. delegation to the regular session of the general conference in Vienna, September 29–October 3 . . . He attended a meeting of the committee on nuclear technology and law of the New York Bar Association, September 9 . . . MARY BETH WEST, assistant legal adviser for European and Canadian affairs, traveled to London, to participate in the Icelandic "rainbow" negotiations, which resulted in a treaty now being delivered to the Icelandic government . . . ROBERT DALTON, assistant legal adviser for treaty affairs, attended the sixth meeting of the Committee of Experts on Public International Law (Council of Europe) . . . ROWAN GAITHER, attorney-adviser, Office of International Claims and Investment Disputes, traveled to San Salvador, to represent the U.S. Government in a settlement of a tort claim against the United States . . . LUCY REED, attorney-adviser for international claims and investment disputes, traveled to London, England, October 4–9, to represent the U.S. Government in settlement negotiations . . . DEBORAH KENNEDY, attorney-adviser in the office for oceans, environmental and scientific affairs, attended a conference, September 9–11, on the ozone layer . . . Professors THOMAS FRANK of the New York University school of law, BERNARD OXMAN of the University of Miami school of law, and FRED MORRISON of the University of Minnesota school of law traveled to Washington, October 6, to attend the advisory committee meeting on international law . . . The following attorney-advisers traveled for the Office of the Legal Adviser on recruitment matters: to Philadelphia, NICHOLAS ROSTOW, October 1–2; to New York, T. MICHAEL PEAY, office of law enforcement and intelligence, October 8–11; and to Chicago, JOHN REYNOLDS, office of nuclear affairs, October 8–12.

People: JOHN R. BYERLY, attorney-adviser in the office of economic, business and communications affairs, received the Younger Federal Lawyer Award for 1986. This award, presented by the Federal Bar Association on September 26, honors young federal lawyers for exceptional service . . . The office welcomed these new employees: STEVEN RATNER, special assistant to the legal adviser; MARK KENCHELIAN, attorney-adviser, economic, business and communications affairs; JEFFREY KOVAR, attorney-adviser and ROSEMARY FEI, law clerk, international claims and investment disputes; TRILLA MANGUM, secretary, transferring from the Bureau of Politico-Military Affairs, to the oceans, international and environmental affairs section; MARIAN BLAHA, a secretary who was formerly with the Office of the Comptroller, now on the nuclear affairs staff, replacing RUTH DHOOP, who was selected for a new assignment in the Bureau of Consular Affairs; VICTORIA VALENTINE, new to State, in the economic, business and communications affairs section as a secretary. □

Management

Office of the Under Secretary

Under Secretary RONALD SPIERS, accompanied by his executive assistant, MARY A. RYAN, visited the embassies in Bogota, Colombia, and Lima, Peru, September 3–6. The focus of their visit was general management, with emphasis on security and budget issues. In addition to briefings and meetings with senior officers, Mr. Spiers met with junior officers and their spouses at both posts . . . Mr. Spiers and Ms. Ryan traveled to Ottawa, September 25, to meet with DEREK BURNEY, associate under secretary of state for external affairs. The visit was a continuation of an exchange which began when Mr. Burney visited Washington last fall. Mr. Spiers and Mr. Burney and his staff discussed management problems common to both the American and Canadian foreign services. □

Oceans and International Environmental and Scientific Affairs

Assistant Secretary JOHN D. NEGROPONTE and CARLTON E. THORNE, director, Office of Nuclear Export Control, were members of the delegation for U.S.-Argentina bilateral nuclear discussions, in Washington, September 8–11 . . . Mr. Thorne accompanied the Argentine delegation to the Oak Ridge National Laboratory, for technical discussions at the conclusion of the talks in Washington . . . Mr. Negroponte attended the Nuclear Energy Agency steering committee meeting, in Paris, September 18–19, as alternate U.S. representative . . . From September 22–24 he cochaired the eighth Indo-U.S. Science and Technology Subcommission meeting in Washington . . . On September 29 he co-hosted a lunch at the Department in honor of Indonesia's minister of science and technology, B.J. HABIBIE.

MICHAEL CONGDON, Office of Energy Technology Cooperation, accompanied Mr. Negroponte to the Steering Committee meeting of the Nuclear Energy Agency, in Paris, before going on to Vienna, September 20–27 . . . In Vienna, he participated in a special session on nuclear safety of the International Atomic Energy Agency general conference . . . ALLEN L. SESSOMS, director, Office of Nuclear Technology and Safeguards, was in Vienna, September 18–October 4, to participate in meetings of the board of governors of the International Atomic Energy Agency, its general conference and its special session on nuclear safety . . . On September 10–12 J. CHRISTIAN KESSLER, same office, led a U.S. interagency team to Tokyo, for talks on guidelines for the international transport of unirradiated plutonium, as an element of a new U.S.–Japan agreement for cooperation in peaceful uses of nuclear energy . . . Negotiations of the technical arrangements for the agency to apply safeguards at selected U.S. civil power facilities were conducted in Vienna by an interagency team, also headed by Mr. Kessler, September 24–25 . . . Mr. Thorne traveled to the Republic of Korea and to Hong Kong, August 18–22, with the interagency task force for nuclear cooperation, to meet with U.S. nuclear industry representatives and government officials in Korea concerning the sale of nuclear reactors. Korea subsequently announced the selection of U.S. firms for the multibillion-dollar sale.

RICHARD ELLIOT BENEDICK, deputy assistant secretary for environment, health and

natural resources, served as chairman of the international workshop on protection of the ozone layer, sponsored by the UN Environment Programme, in Leesburg, Va., September 8–12. The workshop, attended by government policymakers, scientists and representatives from industry and environmental groups, laid the groundwork for formal negotiations on international strategies to control chemical emissions harmful to the stratospheric ozone layer ... SUZANNE BUTCHER, deputy director, Office of Environment and Health, participated in the workshop as a member of the U.S. delegation ... On September 30 Mr. Benedick spoke on environmental issues before a meeting of the U.S. Council for International Business, in Washington ... EDMUND M. PARSONS, director, Office of Ecology and Natural Resources, attended the meetings in Mexico City of the working groups and coordinators established under the U.S.-Mexico border environment agreement, September 2–5. Agreement was reached to negotiate two new annexes controlling transborder movement of hazardous waste and air pollution from copper smelters along the Arizona-Sonora border ... Mr. Parsons appeared, September 25, before the House Subcommittee on Natural Resources, Agricultural Research and the Environment, Committee on Science and Technology, to testify on U.S. government efforts to preserve the rhinoceros. The rhino population has decreased over the last 15 years from 80,000 to 9,400.

R. TUCKER SCULLY, director, Office of Polar Affairs, headed the U.S. delegation to the fifth annual meeting of the Commission for the Conservation of Antarctic Marine Living Resources, September 8–19, in Hobart, Tasmania, Australia ... WILLIAM GARLAND, acting director, Office of Cooperative Science and Technology Programs, traveled to Rome, September 13–20, for negotiations on a patents and intellectual property annex to the U.S.-Italy science and technology cooperation agreement.

ROBERT G. MORRIS, deputy assistant secretary for science and technology affairs, along with OTHO ESKIN and RALPH BRAIBANTI of the Office of Advanced Technology, participated in talks on U.S.-Canada space station cooperation, in Ottawa, September 8–9 ... Mr. Morris, Mr. Eskin and Mr. Braibanti attended space station negotiations, September 12–13, with the Japanese, in Washington, and, on September 29–October 3, with the European partners in Paris ... WILLIAM LOWELL was the U.S. representative to the annual session of the Economic Commission for Europe's senior advisers for science and technology, in Geneva, September 22–26.

JAMES DEVINE has left his position as deputy assistant secretary for nuclear energy and energy technology affairs to become science counselor at Embassy London ... Science counselors and attaches in the Department for consultations during September included LEROY SIMPKINS (Madrid), DOUGLAS McNEAL (Beijing), WILLIAM TILNEY (Buenos Aires), JOHN BORIGHT (Paris), and S. AHMED MEER (New Delhi). Mr. Meer was accompanied by S.K. DUTT, M.L. SAXENA, V.V. NANDA and K.R. SUBRAMANIAM from the science office at Embassy New Delhi. □

Politico-Military Affairs

On September 11 Assistant Secretary H. ALLEN HOLMES participated in a foreign press seminar sponsored by the Aspen Institute for Humanistic Studies, in coordination with the U.S. Arms Control and Disarmament Agency; he addressed the select group of foreign journalists on arms control in the European context. The seminar was held at Wye Plantation, Md. ... Mr. Holmes traveled to Brussels, Belgium, to chair the NATO Special Consultative Group, on September 16 ... Deputy assistant secretary G. PHILIP HUGHES was in Tokyo, September 9–14, for discussions with the Japanese government ... He traveled to San Francisco, September 25, to address the Aerospace Industries Association at its international council's annual meeting, and was in Paris, September 29–October 2, for meetings of the Coordinating Committee Subcommittee on Export Control ... Lieutenant Colonel DAVID LAMBERT, Office of Theater Military Policy, spent most of September in Switzerland, participating in U.S.-Soviet bilateral discussions, in Bern, on preventing chemical weapons proliferation, and in the biological and toxin weapons convention review conference, in Geneva ... He represented the Department in technical discussions on chemical weapons proliferation, with the Swiss deputy foreign minister and his staff ... ANDRES D. ONATE, Office of Strategic Technology Affairs, visited Paris, September 22–30, to attend a Coordinating Committee meeting ... KENNETH PEOPLES, Office of Strategic Technology Affairs, visited Paris, September 20–October 3, as a member of the U.S. delegation to space station negotiations ... JOSEPH SMALDONE, chief of the Arms Licensing Division, Munitions Control, briefed General Electric Co. executives on arms export control policies and regulations, September 10, in Washington ... KATHLEEN KIRKER, Executive Office, Bureau of Politico Military Affairs, attended a two-day session at the Foreign Service Institute, September 29–30, on general services officers' orientation.

People: *Departures:* TRILLA MANGUM, Office of International Security Policy, has transferred to the Legal Adviser's Office ... LORRAINE WILLIAMS, Office of International Security Policy, has transferred to the Bureau of Refugee Programs ... JAMES STOFFERN, Office of Munitions Control, has transferred to the Munitions Directorate of the Department of Defense ... HEATHER McCULLOCH, intern in the Office of Theater Military Policy, has returned to school ... Lieutenant Colonel STEVEN DELP, Office of Security Assistance and Sales, has returned to the Department of Defense ... HARLAN MOEN, political adviser, Peterson Air Force Base, Colorado Springs, Colo., retired on September 28. *Arrivals:* MARIE-ELENA VAN TREECK joined the Executive Office as budget officer ... STEPHEN HARTKOP, RICHARD ROGERS and DAVID SADOFF have joined the Office of Strategic Technology Affairs; Mr. Hartkop is on detail from the Bureau of Customs ... PATRICIA HANSCOM joined the Office of Theater MIlitary Policy, September 1, on detail from the Arms Control and Disarmament Agency ... DIANE SIMPSON joined the Office of Security Assistance and Sales ... BERNARD JOHNS has joined the bureau; he is assigned as a State/Defense exchange officer in the Department of the Navy. □

Public Affairs

Office of the Assistant Secretary: BERNARD KALB, while serving as assistant secretary for public affairs and Department spokesman, accompanied the Secretary to New York, September 22–October 3, for his annual meetings during the UN General Assembly ... CHARLES E. REDMAN, deputy assistant secretary and deputy spokesman, traveled with the Secretary to Reykjavik, Iceland, October 9, for the President's meetings with Soviet general secretary MIKHAIL GORBACHEV, and then on to Brussels, October 12, where the Secretary briefed the allies on the President's meeting.

Office of the Historian: TRACEY PETERSON, clerk-typist for the Information Staff, and NINA HOWLAND, a historian in the policy studies unit, were promoted; Ms. Peterson also received a cash award for her performance ... NEAL O'LOUGHLIN joined the office, September 29, as a historian ... ROBERT COE, formerly of the Bureau of Oceans and International Environmental and Scientific Affairs, joined the office as a historian, under the Foreign Service's short-tour assignment program.

Office of Opinion Analysis and Plans: ALVIN RICHMAN, senior opinion analyst, briefed students participating in the Washington Semester Program, September 23, in the Department. He spoke on "The American Public and Foreign Policy." ... DIANA WESTON, media analyst, attended the National Conference of Editorial Writers meeting September 23–26, in Charleston, S.C.

Office of Press Relations: BRUCE AMMERMAN, DEBBIE CAVIN and DEBBIE HERMAN traveled to New York, September 22–October 6, to staff the Secretary's press office at the UN General Assembly ... ANDREW LAINE, formerly of the Bureau of Administration, joined the press office, September 15, as an information assistant.

Office of Public Communication: Two videotape programs have been released by the office. The titles are "Discussion on U.S.-Soviet Relations," featuring Ambassadors PAUL NITZE and MARK PALMER, and "The North Atlantic Treaty Organization," a documentary on the history and relevance of NATO ... BARBARA NOYER, formerly of the office of personnel, joined the Correspondence Management Division

PUBLIC AFFAIRS—At awards ceremony, from left: *Fran Hess, Neal Peterson, Phyllis Benton, Josephine Brooks, Evans Gerakas, Kathleen Kennedy, Weaver Kemp, Norman Howard, Judy Wenk, Eloise Soel,* Assistant Secretary *Bernard Kalb, Phyllis Young, George High, Mary Catherine Kirk, Janice Settle.*

in September, as a part-time writer-editor . . . JACQUELINE STRAUB, writer-editor with drafting responsibilities on economic aid and environment issues, was promoted to GS–9 . . . Writer-editor CHRISTINA MacDONALD, who drafts for human rights, special refugee matters, drug issues and international organizations, received a promotion to GS–7 . . . DONNA B. KREISBERG, deputy chief, Correspondence Management Division, attended a three-day seminar entitled "Supervision for Experienced Employees."

Office of Public Programs: Secretary's coordinator JANICE SETTLE and intern JACQUELINE BOYLAN advanced SECRETARY SHULTZ's meeting with Center for Strategic and International Studies board members, at the Willard Hotel, September 11 . . . Ms. Settle and regional programs officer CHRISTINE MURRAY advanced the Secretary's meeting with constituents of Congressman RALPH REGULA (R.–O.) on Capitol Hill, September 16 . . . Ms. Settle and regional programs officer DARLENE KIRK advanced the Secretary's remarks before the Jewish Community Relations Council's 10th anniversary dinner, in New York, September 30 . . . Media Principals Division chief DAVID CARDWELL accompanied Under Secretary MICHAEL ARMACOST to his September 7 appearance on NBC's "Meet the Press." . . . Mr. Cardwell escorted Deputy Secretary JOHN WHITEHEAD to his appearances on CBS' "Face the Nation," September 14, ABC's "Nighline," September 30, and CBS' "Morning News," October 1 . . . Media liaison officer MARY KENNEDY attended the National Conference for Editorial Writers' 40th annual convention, September 23–27, in Charleston, S.C. . . . Capacity crowds attended regional foreign policy conferences in Baltimore, September 19 (600), and in Hartford, September 30 (450) . . . Regional programs officer FRANK FINVER served as manager of the Baltimore conference, assisted by MONICA JANZER . . . Regional programs officer CONSTANCE DUNAWAY, assisted by chief JO ANN COLLINGE, managed the Hartford meeting . . . Regional program officers conducted survey trips to the following regions: Mr. Finver to Pittsburgh; JANE OSTRANDER to Detroit; IRMA RAMIREZ-LOTFABADI to San Antonio, Austin and Dallas/Ft. Worth; and NANCY STONE to Milwaukee and Madison, Wisc . . . Secretary Shultz addressed the concluding session of the National Conference for Senior Business Executives, September 16, which attracted over 200 presidents and chief executive officers of major U.S. corporations . . . Other senior Department officials addressed the daylong conference, which was managed by Washington Programs Division chief ILMAR HEINARU and organization liaison officer ELIZABETH GIBNEY . . . M. YVONNE O'BRIEN, formerly of the Bureau of Human Rights and Humanitarian Affairs, joined the Washington Programs Division on September 15, as briefings officer. □

Refugee Programs

Congressional consultations on 1987 refugee admissions were held, September 16, with the Senate Judiciary Subcommittee on Immigration and Refugee Policy, chaired by ALAN K. SIMPSON (R.–Wyo) and, on September 26, with the House Judiciary Committee, chaired by PETER W. RODINO Jr. (D.–N.Y.). Appearing at the consultations with SECRETARY SHULTZ were the new U.S. coordinator for refugee affairs, Ambassador-at-large JONANTAN MOORE; bureau acting director ROBERT L. FUNSETH; ALAN NELSON, commissioner of the U.S. Immigration and Naturalization Service; THOMAS C. FERGUSON, deputy commissioner; and BILLIE F. GEE, director, Office of Refugee Resettlement, Department of Health and Human Services . . . Mr. Funseth represented the bureau at the swearing-in ceremony of Mr. Moore . . . Mr. Funseth met with TATSURO KUNUGI, special representative of the UN Secretary General for coordination of Kampuchean humanitarian assistance programs, to review the future of the Khao-I-Dang refugee camp in Thailand, as well as issues relating to education and security for displaced Khmer along the Thai-Kampuchean border . . . FRANCES D. COOK, deputy assistant secretary for international refugee assistance, participated in the meeting . . . Mr. Funseth met with the Japanese permanent representative in Geneva to discuss forthcoming meetings of the UN High Commissioner for Refugees Executive Committee . . . Ms. Cook, with BRUCE K. SASSER, director, Office of Policy and Program Coordination, and JAMES P. KELLEY, director, Office of International Refugee Organizations, attended the meeting.

ANTOINE NOEL, the UN refugee office representative to the United States and the United Nations, in New York, called on Mr. Funseth. This was Mr. Noel's first visit to Washington in his present capacity . . . Ms. Cook met with BRUCE CHAPMAN, ambassador to international organizations in Vienna, to discuss UN Relief and Works Agency operations in the Middle East . . . JUDY J. CHAVCHAVADZE, deputy director, Office of European, Near Eastern and Latin American Refugee Assistance, attended the meeting . . . The deputy assistant secretary for refugee admissions, RICHARD D. ENGLISH, met with the U.S. ambassador to Romania, ROGER KIRK, to review refugee issues in that country . . . DOUGLAS R. HUNTER, director, Office of Reception and Placement, addressed the annual Pennsylvania State Consultation on Refugee Resettlement, in Philadelphia . . . He spoke at a meeting of the board of the Hebrew Immigration Aid Society of Baltimore . . . THERESA L. RUSCH, same office, addressed the annual State Refugee Resettlement Consultation in Colorado, following a monitoring review of refuge resettlement in Arizona.

REFUGEE PROGRAMS—Acting director *Robert L. Funseth*, right, presents Superior Honor Award to the departing director of the Office of Policy and Program Coordination, *Bruce K. Sasser*, who is joining the Office of Management and Budget.

Visiting the bureau was PHILLIP SARGISSON, chief of the UN refugee emergency unit in Geneva ... ERNEST T. GREENE, formerly U.S. refugee coordinator in Islamabad, joined the bureau as deputy director, Office of Asian Refugee Assistance, and ANITA E. EXUM as a contract specialist in the Office of the Comptroller ... BRUCE K. SASSER, formerly director, Office of Policy and Program Coordination, has accepted the Senior Executive Service position as chief, State-USIA branch, International Affairs Division, Office of Management and Budget ... DOUGLAS R. HUNTER, formerly director, Office of Reception and Placement, has become the acting director of policy and programs, and THERESA L. RUSCH has become the acting director of reception and placement ... Friends in the bureau were saddened to learn of the death of LORING A. WAGGONNER, former refugee officer in Manila, who died of a heart attack in Nairobi, Kenya. ■

Public affairs bureau lists offerings

Following is a list of current publications released by the Bureau of Public Affairs, of interest to those who wish to follow certain issues closely, or who write and/or give speeches on foreign policy.

The publications are available in the Department of State library in Washington and in the post libraries overseas. Free, single copies may be obtained from the Public Information Service, Bureau of Public Affairs, Department of State, Washington, D.C. 20520. Telephone: (202) 647-6575-6.

President Reagan

"Keeping America Strong," before supporters of the administration's defense policies, Roosevelt Room, the White House, September 23 (Current Policy No. 869).

"Prospects for World Peace," before the UN General Assembly, New York, September 22 (Current Policy No. 867).

Secretary Shultz

"Proposed Refugee Admissions for Fiscal Year 1987," Subcommittee on Immigration and Refugee Policy, Senate Judiciary Committee, September 16 (Current Policy No. 866).

"Progress, Freedom, and Responsibility," Harvard University's 350th anniversary convocation, Cambridge, Mass., September 5 (Current Policy No. 864).

Arms control

"U.S. and Soviet Approaches to Arms Control," Edward L. Rowny, special adviser to the President and the Secretary of State on arms control matters, Baltimore Council on Foreign Affairs, Baltimore, Maryland, September 19 (Current Policy No. 868).

East Asia and Pacific affairs

"U.S. and East Asia-Pacific Relations: The Challenges Ahead," Gaston J. Sigur, assistant secretary for East Asian and Pacific affairs, Mansfield Center for Pacific Affairs, Helena, Mont., July 4 (Current Policy No. 859).

Inter-American affairs

"The Catholic Church in Nicaragua," August 1986 (Public Information Series).

U.S.-Soviet affairs

"A Discussion on U.S.-Soviet Relations," Paul Nitze, special adviser to the President and the Secretary of State on arms control matters, and Mark Palmer, deputy assistant secretary for European and Canadian affairs, interviewed by broadcast journalist Nelson Benton, Washington, June 16 (Current Policy No. 865). □

State releases '84 documentary volume

The Department has released "American Foreign Policy: Current Documents, 1984" the most recent volume in an ongoing series. A Department news release said:

"Like earlier volumes, this book presents official public expressions of policy that best set forth the goals and objectives of U.S. foreign policy. Included are the texts of major official messages, addresses, statements, interviews, press conferences and briefings, reports, congressional testimony and communications by the White House, the Department of State and other federal agencies or officials involved in the foreign policy process."

The Department, which published a microfiche supplement to the 1981 printed volume in February 1985, also plans to publish microfiche supplements to the later printed volumes in the series. These microfiche publications will include the full texts of many documents printed only in part in the printed volumes, and will also reproduce a much larger and more complete selection of documents than appears in the books, the release said.

"American Foreign Policy: Current Documents, 1984" was prepared in the Office of the Historian, Bureau of Public Affairs. Copies (Department of State Publication No. 9462; GPO Stock No. 044-000-02087-4) may be purchased for $37 (domestic prepaid) from the Superintendent of Documents, Washington, D.C. 20402. □

Letters to the Editor

—(Continued from Page 1)
of illiteracy? Most well-informed persons are aware of the astounding statistics concerning such retrogression!

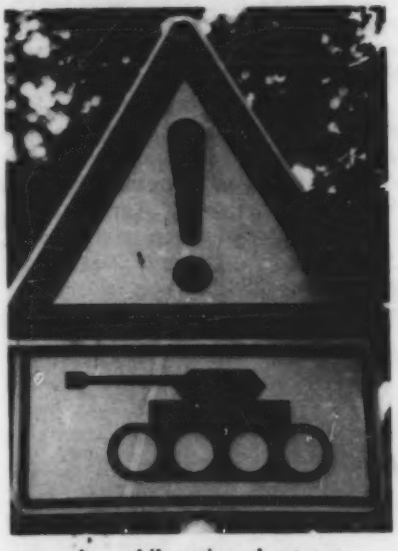
Sincerely,
GRACE CUNARD WILSON □

Wild tank

BERLIN

DEAR SIR:

I enjoyed Prescott Wurlitzer's photos of "wild animal" traffic warning signs in Zimbabwe (May issue). I think it only fair to point out, however, that even we who serve in Europe run up against comparable hazards—albeit



manmade—while going about our work. For example, the following sign can be found in the American sector of Berlin.

Sincerely,
CAREY CAVANAUGH □

He may be headed our way

WASHINGTON

DEAR SIR:

Your readers (who may recall an item in STATE last June) will be interested to know that inspector Ken O'Gorman, holder of the American record at the Arusha Marathon (and only coincidentally the only American ever to have run the race) has not rested on his laurels. This rare photograph is evi-

dence that the indefatigable Mr. O'Gorman has continued his exploits—most recently appearing in his running togs atop the Great Wall of China.

Sincerely,
WALT SILVA
Senior Inspector □

Getting up in the world

CHIANG MAI, THAILAND

DEAR SIR:

On September 4, Ambassador William A. Brown presided over ceremonies marking the upgrading of Chiang Mai to consulate general status. Terrell R. Otis has been named the first consul general at this 36-year-old post in northern Thailand. Enclosed is a photograph taken at the reception, where helium-filled balloons carried aloft a banner with the name of the

Consulate General (balloons are a Thai tradition for opening ceremonies). We hope that you will be able to run a photograph in recognition of this historic event.

Sincerely,
TERRELL R. OTIS
Consul general □

Information please

NASSAU

DEAR SIR:

Below is a random sampling of some of the calls handled by our switchboard here at Embassy Nassau. Our telephone operators thought you might find some of them humorous. Enjoy.

—"I got a visa, and then got pregnant. Will the embassy be mad if I don't go on my trip?"

—"Does a three-month-old baby need a letter from his employer?"

—"Will it be raining in New Mexico the end of the month?"

—"Can I speak to the person in charge of authority?"

Sincerely,
TOM ZURAW
Communications program officer □

Students in Spain

VIENNA, VA.

DEAR SIR:

I am trying to contact my classmates who were at the Sevilla, Spain, American high school, 1969–70. I live now at 2417 Glengyle Drive, Vienna, Va. 22180.

Sincerely,
MRS. LEE (RAMSAUR) WALTERS ■

Grievance Actions

—(Continued from Page 29)
claimed it would have been "ludicrous" for him to have gone through the vain steps of the required paperwork.

The board denied the grievance, holding that the grievant's claim was unsupported by the documentation required by the regulations (FAM Circular No. 673; and 4 FAM 421.7), which set forth the basic requirements for the restoration of annual leave because of an exigency of the public business. ■

Obituaries

Esther Korenthal, 60, a Foreign Service secretary who was assigned to Lima in 1985, died of cancer on October 1 in Brookline, Mass.

Ms. Korenthal

Joining the Service in 1961, Ms. Korenthal served in Tel Aviv, Rio de Janeiro, Montreal, Berlin and Dublin. Other assignments included the Bureau of European Affairs, the UN mission in New York and the Bureau of International Organization Affairs. From 1943–60, she worked as a secretary for private organizations in her hometown, Cambridge, Mass. She leaves four sisters. □

Louise I. Farnus, 61, a Foreign Service secretary who retired in 1980, died on September 5. Ms. Farnus served in Dakar, Ottawa, Khartoum, Wellington, Accra, Tunis, Luxemburg and Warsaw. Department assignments included African Affairs, 1969–73, and Inter-American Affairs, 1978–80. From 1976–77, she was detailed to the National Security Council. There are no known survivors. □

Richard Straus, 60, a retired Foreign Service officer who was principal officer in St. Johns, 1968–72, died at Suburban Hospital on October 4 from injuries suffered in a car accident. His wife, Elaine Straus, was also injured in the accident.

Born in Germany, Mr. Straus joined the Department's Office of German Affairs in 1956. In 1958 he was assigned to Vienna as consular officer and second secretary. From 1972–78, he was director of the Bureau of Educational and Cultural Affairs' Western European Division. He retired in 1979.

Mr. Straus was a graduate of Georgetown. At the time of his death, he was the Washington correspondent for a Jewish Weekly published in West Germany. Besides his wife, he leaves a son and his mother. □

Joseph Godson, 73, who retired in 1971 after serving as principal officer and consul general in Edinburgh, died on September 5.

Joining the Foreign Service in 1950, Mr. Godson was a labor officer in Ottawa and London. He was assigned to Belgrade as a political/economic officer in 1959, and to Zagreb as principal officer and consul general in 1962.

Mr. Godson was born in Poland. He was graduated from the City College of New York and earned a law degree from New York University. From 1941–50, he was a public relations director for labor unions. Survivors include his wife and two sons. □

I. Irene Lindstrom, 70, a Foreign Service secretary who retired in 1971, died on June 6. Ms. Lindstrom, a native of Orafino, Ida. Served in Oslo, Manila, London, Brussels, Karachi, Tokyo and Taipei. Survivors include a sister. □

Joseph J. Bezjian, 70, a security officer who retired in 1970 after an assignment to Tokyo, died on September 13.

Joining State in 1949, Mr. Bezjian served as a security officer in London, Paris, Cairo, Bangkok and Frankfort. He was a general services officer in Buenos Aires and Bucharest.

Mr. Bezjian was born in Armenia. From 1943–49, he served in the U.S. Army. Survivors include a son and a daughter. □

Floyd W. McCoy, 76, a security officer who retired in 1970, died on September 14.

Born in Jackson, O., Mr. McCoy was graduated from Ohio Northern University. He worked as a senior investigator at the Civil Service Commission from 1942 until 1945, when he joined State as a special agent. From 1951–58, he was chief of operational security. He was assigned to Paris in 1958, to Seoul in 1960 and to Athens in 1964. Survivors include his wife, a daughter and two sisters. □

Charles H. Mace, 70, who was assigned to Geneva in 1965 as counselor and deputy U.S. representative at the United Nations, with the personal rank of minister, died on August 25.

Mr. Mace was deputy administrator of security and consular affairs, 1962–65, and executive director of the Bureau of African Affairs, 1961–62. He served in London as counselor for administrative affairs, and in Geneva as chief of budget and administration on the International Committee for European Migration. Other assignments included those of director of the executive staff for economic affairs, staff member of the Secretary's Public Committee on Personnel and assistant director of European affairs. He retired in 1970.

Mr. Mace was born in Ohio. He was graduated from Benjamin Franklin University and served in the Army, 1944–46. Other employment was with the Department of Agriculture, 1934–41; Social Security Board, 1941–43; and the Office of War Information, 1944–46. Survivors include his wife. □

James P. Parker, 63, a retired Foreign Service officer who was principal officer in Auckland, 1960–63, died at the Washington Hospital Center on September 20.

Joining the Service in 1948, Mr. Parker was a consular officer in Frankfurt and Toronto. Department assignments included European Affairs and the Operations Center. From 1965–67 he was detailed to the Department of Defense. After retiring in 1970, he worked as a real estate agent in Maryland for 12 years.

Mr. Parker was born in Waterbury, Conn. He served in the Army, 1943–46, and was graduated from Yale in 1948. Survivors include his wife, three sons, two daughters, one sister and five grandsons. □

Helen T. Abell, 69, a budget and fiscal officer in Oslo from 1966 until she retired in 1969, died on June 21. Ms. Abell was born in Illinois. Joining the Foreign Service in 1951, she served

in Trieste, Moscow and Manila as a secretary, and in Rio de Janeiro as a disbursement officer. Survivors include a sister. □

Roy I. Kimmel, 85, who was counselor in San Jose from 1959 until he retired in 1961, died on September 15.

Mr. Kimmel, a former program analyst for the Department of Agriculture, served as agricultural attache in London and Berlin. Assigned to Wellington, 1951–57, he was economic officer, then first secretary and consular officer. In 1954 he was assigned to Tegucigalpa, where he was economic officer and first secretary. From 1949–50, he was a land observer in Kiev.

Mr. Kimmel was born in New Mexico. A graduate of Colorado College, he earned a master's at Yale. He was a member of the combined working party on European food supplies in London in 1944, and was head of the U.S. lend-lease mission to New Zealand in 1943. During World War II he served in the Army and worked for the War Relocation Authority. Survivors include his wife. □

Hubert M. Curry, 85, who retired in 1960 after serving as commercial attache and first secretary in Karachi, died on September 21.

Joining State in 1942, he was an economic analyst in Lima, 1942–45; an import specialist for the Economic Cooperation Agency in Athens, 1948–50; a technical assistance officer in Lima, 1950–52 and first secretary in Caracas, 1955–57.

Mr. Curry was born in Illinois. He was graduated from Knox College in 1923. From 1926–42, he worked in Spain, Cuba and Argentina as a commercial engineer for a telephone and telegraph corporation. Survivors include his wife. □

Else Tove Mistach, 63, the wife of retired Foreign Service officer Edward C. Mistach, died on September 10 at her home in Sterling, Va. She had accompanied her husband on assignments to Denmark, Libya, England and Afghanistan. Besides her husband, she leaves two sons, two daughters and four grandchildren. □

James Edward McKinley, 48, the husband of Alida McKinley of the Office of Munitions Control, died of hemolytic anemia at Bethesda Naval Hospital on September 26.

Mr. McKinley was a civilian export control officer for the Navy. He was born in High Point, N.C., and was graduated from the University of Nebraska. After a 21-year Army career, he retired in 1973. Besides his wife, he leaves three children and two stepchildren. ■

KUWAIT—At ceremony commemorating the deaths of three Foreign Service national employees, killed in the December 1983 terrorist attack on the embassy, wreath is carried by *Yousuf Sbeih* and *Tawfig Toma'a*. The victims were Ali Al Jamal, Moufeed Al Hakim and Ahmed Samara. *(Photo by Elena Robisch)*

Library Booklist

Japan

Part 1: Business and economics

ABEGGLEN, JAMES C. and GEORGE STALK JR. *Kaisha, the Japanese Corporation*. New York, Basic Books, 1985. 309p. HD70.J3A26

ABEGGLEN, JAMES C. *The Strategy of Japanese Business*. Cambridge, MA, Ballinger, 1984. 227p. HF1456.5.J3A54

AKAO, NOBUTOSHI, ed. *Japan's Economic Security*. New York, St. Martin's, 1983. 279p. HC462.5.J37

ANDERSON, ALUN M. *Science and Technology in Japan*. Detroit, Gale, 1984. 421p. Q127.J3A53 Ref.

AOKI, MASAHIKO, ed. *The Economic Analysis of the Japanese Firm*. New York, North-Holland, 1984. 425p. HD70.J3E26

BARANSON, JACK. *The Japanese Challenge to U.S Industry*. Lexington, MA, Lexington Books, 1981. 188p. HC462.9.B36

BRONTE, STEPHEN. *Japanese Finance: Markets and Institutions*. London, Euromoney, 1982. 259p. HG188.J3B76

CASTLE, EMERY N. and KENZO HEMMI. eds. *U.S.-Japanese Agricultural Trade Relations*. Washington, Resources for the Future; Baltimore, Johns Hopkins Univ. Press, 1982. 436p. HD9005.U24

CLARK, RODNEY. *The Japanese Company*. New Haven, CT, Yale Univ. Press, 1979. 282p. HD70.J3C58

COLE, ROBERT E., and TAIZO YAKUSHIJI. eds. *American and Japanese Auto Industries in Transition*. Ann Arbor, Center for Japanese Studies, Univ. of Michigan, 1984 223p. HD9710.U52J64

DAVIDSON, WILLIAM HARLEY. *The Amazing Race: Winning the Technorivalry with Japan*. New York, Wiley, 1984. 270p. HD9696.C63J3135

DEMING, W. EDWARDS. *Quality, Productivity, and Competitive Position*. Cambridge, MA, MIT, Center for Advanced Engineering Study, 1982. 373p. (On order)
(Principles to which much of Japan's economic success is attributed, by creator of "quality circles" idea.)

DEUTSCH, MITCHELL F. *Doing Business With the Japanese*. New York, New American Library, 1984. HF3127.D48

EBINGER, CHARLES K. and RONALD A. MORSE. eds. *U.S.-Japan Energy Relations: Cooperation and Competition*. Boulder, CO, Westview, 1984. 239p. HD9502.U52U174

EMERY, ROBERT F. *The Japanese Money Market*. Lexington, MA. Lexington Books, 1984. 143p. HG1275.E43

FEIGENBAUM, EDWARD A. and PAMELA MCCORDUCK. *The Fifth Generation: Artificial Intelligence and Japan's Computer Challenge to the World*. Reading, MA, Addison-Wesley, 1983. 275p. HD9696.C63J315

GIBNEY, FRANK. *Miracle by Design: The Real Reason Behind Japan's Economic Success*. New York, Times Books, 1982. 239p. HD70.J3G52

GILLMOR, REGINALD B. and RICHARD J. SAMUELS. eds. *Japanese Scientific and Technical Information in the United States: Workshop Proceedings*. Cambridge, MA, MIT, 1983. 165p. HC462.9.W65

GRAHAM, JOHN L. and YOSHIHIRO SANO. *Smart Bargaining: Doing Business with the Japanese*. Cambridge, MA, Ballinger, 1984. 164p. HD58.6.G7

GRESSER, JULIAN. *Partners in Prosperity: Strategic Industries for the United States and Japan*. New York, McGraw-Hill, 1984. 427 p. HF1456.5.J3G74

JOHNSON, CHALMERS A. *MITI and the Japanese Miracle: the Growth of Industrial Policy, 1925–1975*. Stanford, CA, Stanford Univ. Press, 1982. 393p. HD3616.J33J643

KAHN, HERMAN. *The Japanese Challenge: the Success and Failure of Economic Success*. New York, Crowell, 1979. 162p. HC462.K27

KAMATA, SATOSHI. *Japan in the Passing Lane: an Insider's Account of Life in a Japanese Auto Factory*. New York, Pantheon Books, 1983. 211p. HD8039.A82J3413

KIRBY, E. STUART. *Japan's Role in the 1980's*. London, Economist Intelligence Unit, 1981. 71p. HC462.9.K55 Ref.

KOJIMA, KIYOSHI. *Japan's General Trading Companies: Merchants of Economic Development*. Paris, Development Centre, OECD, 1984. 119p. HD2756.2.J3K638

KONO, TOYOHIRO. *Strategy and Structure of Japanese Enterprises*. London, Macmillan, 1984. 352p. HD70.J3K63

LIN, CHING-YUAN. *Japanese and U.S. Inflation: A Comparative Analysis*. Lexington, MA, Lexington Books, 1984. 157p. HG540.L55

LONGWORTH, JOHN W. *Beef in Japan: Politics, Production, Marketing and Trade*. St. Lucia, Univ. of New Queensland Press, 1983. 327p. HD9433.J32L66

MCKINSEY & CO. *Japan, Business: Obstacles and Opportunities: A Binational Perspective for U.S. Decision-Makers*. New York, Wiley, 1983. 208p. HD2907.J34

MIYAMOTO, MUSASHI. *A Book of Five Rings: A Classical Guide to Strategy*. New York, Overlook Press, 1982. (On order)
(A Samurai warrior's advice on strategy.)

MORISHIMA, MICHIO. *Why Has Japan Succeeded? Western Technology and the Japanes Ethos*. New York, Cambridge Univ. Press, 1982. 207p. HC462.M634

MORITA, AKO et al. *Made in Japan*. New York, Dutton, 1986. 320p. (On order)

OUCHI, WILLIAM. *Theory Z: How American Business Can Meet the Japanese Challenge*. Reading, MA, Addison-Wesley, 1981. 283p. HD70.J3088

PASCALE, RICHARD T. and ANTHONY G. ATHOS. *The Art of Japanese Management: Applications for American Executives*. New York, Simon and Schuster, 1981. 221p. HD70.U5P3

PEPPER, THOMAS et al. The Competition: Dealing with Japan. New York, Praeger, 1985. 374p. HC462.9.P42

RICHMOND, FREDERICK W. with MICHAEL KAHAN. *How To Beat the Japanese at Their Own Game*. Englewood Cliffs, NJ, Prentice-Hall, 1983. 175p. HF1456.5.J3R52

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SASO, M. *Japanese Industry: How to Compete and Cooperate*. London, Economist Intelligence Unit, 1981. 116p. HC462.9.S27 Ref.

SCHLOSSSTEIN, STEVEN. *Trade War: Greed, Power, and Industrial Policy on Opposite Sides of The Pacific*. New York, Congdon & Weed, 1984. 296p. HF3031.S37

SETHI, S. PRAKASH et al. *The False Promise of the Japanese Miracle: Illusion and Realities of the Japanese Management System*. Boston, Pitman, 1984. 361p. HD70.J3S4635

SINCLAIR, STUART W. *The Japanese Car Industry: Where Now in the 1980's?* London, Economist Intelligence Unit, 1984. 89p. HD9710.J3S56 Ref.

SOBEL, ROBERT. *IBM vs. Japan: The Struggle for the Future*. New York, Stein and Day, 1986. 262p. HD9696.C64I4885

SPINDLER, J. ANDREW. *The Politics of International Credits: Private Finance and Foreign Policy in Germany and Japan*. Washington, DC, Brookings, 1984. 220p. HG3881.S65

STRINER, HERBERT E. *Regaining the Lead: Policies for Economic Growth*. New York, Praeger, 1984. 205p. HC106.8.S77

TAYLOR, JARED. *Shadows of the Rising Sun: a Critical View of the "Japanese Miracle"*. New York, Morrow, 1983. 336p. DS821.T275

THUROW, LESTER C., ed. *The Management Challenge: Japanese Views*. Cambridge, MA, MIT Press, 1985. 237p. HD70.J3M264

TREVOR, MALCOLM. *Japan's Reluctant Multinationals: Japanese Management at Home and Abroad*. New York, St. Martin's, 1983. 233p. HD2845.T73

VERNON, RAYMOND. *Two Hungry Giants: the United States and Japan in the Quest for Oil and Ores*. Cambridge, MA, Harvard Univ. Press, 1983. 161p. HF1456.5.J3V47

VOGEL, EZRA F. *Japan As Number One: Lessons for America*. Cambridge, MA, Harvard Univ. Press, 1979. 272p. HN723.5.V63

WHEELER, JIMMY W. *Japanese Industrial Development Policies in the 1980's: Implications for U.S. Trade and Investment: Final Report*. Croton-on-Hudson, NY, Hudson Institute, 1982. 216p. HF1456.5.J3W4

WORONOFF, JON. *Japan's Wasted Workers*. 2d ed. Tokyo, Lotus Press, 1982. 296p. HD70.J3W67 ■

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State

The Newsletter United States Department of State December 1986

SEASON'S GREETINGS

S1.118:

READEX FICHE best copy available

THE COVER—The very best of the season to all of us, from all of us, in this great big family called State—consisting of the Foreign Service and the Civil Service, spread across our own country and some 250 posts over the globe. Your colleagues who wish you well include, in *Los Angeles* at the passport agency, ANITA K. WILLIAMS; in the embassy at *Vienna*, Austria, communicator DEAN S. ROBINSON; in *Copenhagen*, Denmark, administrative officer LAWRENCE M. GROSSMAN; at the consulate in *Pusan*, Korea, principal officer CARLOS K. QUINONES; in *Washington* at the Bureau of Public Affairs, program officer IRMA R. LOTFABADI; in *Rabat*, Morocco, secretary BARBARA E. KEITH; in *Budapest*, Hungary, regional security officer MICHAEL A. VIGGIANO; in *Monterrey*, Mexico, consular officer RUTH S. MATTHEWS; in *Lilongwe*, Malawi, economic/commercial officer LUIS E. ACOSTA; in Algiers, Algeria, deputy chief of mission CHARLES H. BRAYSHAW; in *Victoria*, Seychelles, Ambassador IRVIN HICKS; and from somewhere in the vicinity of the *North Pole*, taking leave in the area after the Reykjavik summit, STATE'S own SUPERCRAT (disguised as Santa Claus). (The photos are adapted from Department ID photos, selected at random by the editors with the help of personnel lists.)

NEWARK PUBLIC LIBRARY

United States Department of State

DEC 17 1986

U. S. GOVT. PUBS.
DEPOSITORY 378

Letters to the Editor

Aftershock

SANTA MONICA, CALIF.

DEAR SIR:

I refer to "Life in the Foreign Service, On being a consular officer: 5 shocks are what she felt," by Joyce Anne Smith Banerjee (STATE, August-September). I was elated to read this article and to think that finally some of my own personal feelings as a consular officer for so many years have been presented in such a vivid manner. Not only is her article to be praised, but I am confident that many of us have our own stories to add.

For example, I served in 12 Foreign Service posts prior to retirement, and some diplomatic missions either refused or neglected to admit that consular officers were present among the gods who counted themselves in other more "vital" sections of the establishment. On the other hand, depending upon the management of the post, consular officers were given all due respect and titles. But not to be forgotten, even at the less favorable posts, the consular officer had to make the effort to be noticed, whether socially or officially on the job.

Of all Foreign Service officers, the consular officer is probably the most worldly and skillful. This is especially true in decision-making. As illustrated in the article, most of the time the officer is master of a three-ring circus. The juggling acts, the clowns, the barkers are all there doing their thing while you somehow must manage to end the day with a plus. And how many times did I hear that one must not take these things "personally." Easier said than done when human life is involved, whether in dungeon-like jail conditions, death or by pressure from embassy officials who expect miracles on limited resources.

I found it rather ironic and amusing to read another category of "shock" as that long-forgotten case appearing—

—(Continued on Page 60)

State

December 1986
No. 295

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Senior editor Barnett B. Lester
Editor Sanford (Whitey Watzman
Associate editor Donna Gigliotti
Staff assistant Arlene Stratton □

STATE magazine (ISNN 0441-7629) (formerly the Department of State NEWSLETTER) is published by the U.S. Department of State, 2201 C Street N.W., Washington, D.C. 20520, to acquaint its officers and employees, at home and abroad, with developments of interest that may affect operations or personnel.

There are 11 monthly issues (none in August). Deadline for submitting material for publication usually is the 10th of each month. Contributions (consisting of general information, articles, poems, photographs, art work) are welcome. *Double-space* on typewriter, spelling out job titles, names of offices and programs—*acronyms are not acceptable.*

Black-and-white, glossy-print photos reproduce best. Each photo needs a caption, double-spaced, identifying all persons left to right. Send contributions to STATE magazine, DGP/PA, Room B-266. The office telephone numbers are (202) 647-2019,–1648 and –1743

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At this joyful season, we wish all the members of the State Dept. family a holiday season filled with health and happiness.

Nancy & Ronald Reagan

To each and everyone of you, and your families at home and abroad, we wish you a most happy holiday time and a great New Year

O'Bie and George Shultz

'People Management'

Team that toured U.S. corporations makes recommendations

Department's Management Council acts on study

BY JIM OVERLY AND KERRY WIENER

Mr. Overly is in the European bureau's Office of Security and Political Affairs. Mr. Wiener is on the director general's Policy and Coordination Staff. The views they express are their own, not necessarily management's.

READERS will recall that earlier this year a team of three Foreign Service officers (Arthur Woodruff and the authors) visited the headquarters of 17 top corporations across the country, to determine whether any of the techniques by which the private sector develops managerial skills and prepares future leaders could be adapted for use at State ("Managing People at State: Searching for Answers in Private Industry," STATE, April).

As career officers, we had approached our study with a certain amount of skepticism. Public and private sector organizations, of course, exist for different purposes and operate in different environments. Obviously, State isn't driven by the need to maximize profits or to increase its market share. It operates within constraints which protect the rights of employees (e.g., agreed labor-management procedures, the Privacy Act), but which also impose limits on managerial freedom—freedom that's taken for granted by corporate management in its dealings with professional staff. We were familiar with the current corporate prescriptions for managerial success as popularized by the book "In Search of Excellence" and other works. We also knew that a company can receive high marks for managerial practice, yet fail in the marketplace.

Beyond realizing that the transferability of company techniques might be limited by basic and obvious Government/corporate differences, we were aware that many earlier recommendations to improve human resource management at State, also based in part on studies of private sector manage-

Mr. Overly

Mr. Wiener

ment practices, had never been implemented. Thus, we didn't set out to create a corporate-practice overlay to impose on State, nor did we presume to embark on a mission of reform. Instead, initially we saw our task as simply to report on what a number of successful companies do to prepare their future executives.

The more we saw, though, the more it seemed there were a number of common corporate characteristics and practices that had something to offer the Department. The most striking of the corporate characteristics we observed was the "people orientation" of the firms. Those companies had decided that the most effective way to maximize profits and achieve company objectives (equivalent to "program management" in our jargon) is, systematically, to identify and develop managers and leaders who can generate high productivity and loyalty among employees—"people management."

The firms appear to have achieved considerable success in institutionalizing that idea. The result seems to be a comprehensive and rational management development system in each firm, a system which seeks to leave as little to chance as possible. In essence, corporations stress the ability to "manage down" through the effective development and use of people.

Managing 'up' and 'down'

The term "managing down" provides an interesting point of departure. Most readers would agree that Foreign Service administrative and consular officers get a great deal more experience managing people, and get it earlier in their careers, than do the political and economic officers who assume a preponderance of senior foreign policy-making positions. But all Foreign Service officers tend to develop skill in "managing up." That is, we officers at the middle levels get our "psychic rewards" when a senior officer, the Secretary or the President signs his name to a document we've drafted, or endorses a course of action we've developed. Our attention is directed at the levels above us, not the ones below.

The officer, regardless of cone, who gets the visible senior position is likely to be one who has demonstrated a high degree of functional skill. Many would argue that this is as it should be; the Department won't see a decline in the need for senior officers who perform their principal functions well. Functional skills among private sector executives is important, too, but the firms have found that more than functional skill is needed.

Private sector leaders, like their Department counterparts, arise from functional specializations such as engineering, marketing, finance and other pursuits. But before they're allowed to assume positions of leadership, they're placed in managerial positions to allow them to develop and test skills they'll need at the top. We heard over and over from the firms we visited: "No one gets to the top of this company without showing that he or she can manage people."

Why is there this strong emphasis among the highly-rated firms on the ability to manage people? What the firms were talking about wasn't management development from just the business management point of view. For the companies, management development programs are designed to meet both short-term company needs for

MANAGEMENT COUNCIL—At November 7 meeting, clockwise, from left: *William A. Eaton*, aide to the under secretary; *John Sprott*, Foreign Service Institute; *Joseph Linneman*, Office of the Comptroller; *Robert E. Lamb*, assistant secretary for diplomatic security; *Willard A. DePree*, director, Office of Management Operations; *Ronald I. Spiers*, under secretary for management; *Donald J. Bouchard*, assistant secretary for administration; *Mary Ryan*, executive assistant to Mr. Spiers; *George S. Vest*, director general of the Foreign Service and director of personnel; *Fred Chapin*, Office of Policy and Program Review. *(Photo by Robert E. Kaiser)*

day-to-day management and the long-term need of the company to develop its corporate leaders. Business history in this country shows why corporate leadership is important. As the authors of "In Search of Excellence" point out, none of the top 25 firms on the "Fortune 500" list at the turn of the century is in that position now.

Key distinction

Our first corporate host, a professional human resources manager, made a distinction between management and leadership: good management achieves short-term gains, while good leadership achieves long-term gains (and successful overall management). He defined leadership as "the ability to set objectives, the confidence to delegate the responsibility for their accomplishment, and the ability to orchestrate an environment for their successful accomplishment."

The corporations we visited seek to instill in their professional employees a belief that they are seen as an important corporate resource, and that "the system" is geared to facilitate their full development, good for them and good for the company. Employees see tangible evidence that someone up the ladder cares about their careers: an invitation is made to make a presentation to a group of division executives, a dinner party is scheduled with a visiting corporate executive, a challenging assignment is orchestrated to test different skills. Personalized career development isn't applied rarely; it's systematic and ongoing. It's the corporate means of insuring that, to the extent possible, people are brought along, not overlooked or left to their own devices.

This scrutiny in companies, while enhancing perceptions that "if I do my stuff and do it well, I'll be rewarded," has its downside. Those examined and found wanting are counseled that their careers will be capped or terminated unless they take remedial steps. The private-sector approach to career and leadership development is largely paternalistic and disciplined; while the desires and preferences (assignment level, type, location, training, etc.) of up-and-coming managers are considered, they're not controlling. However, this less-than-democratic environment seems to be accepted by developing managers, who sense that an assignment they perceive to be bad either fits into a new vision of corporate needs and thus is career enhancing or, if it's clearly a dog of a job that just needs to be done, the follow-on assignment will be a reward.

The private-sector experience is that careers molded according to vague perceptions, self-promotion and chance will less frequently produce top-quality executives than a planned and orderly management development program conceived and executed for the good of the company and the employee.

Contrast

The Department's approach to overall career development in the Foreign Service contrasts strikingly with that of the corporations we visited. The Foreign Service has, of course, the open assignments system, which on paper is a complete and self-contained assignment process. But the formal system is pulled in two different directions—it must meet the needs of the Foreign Service, and at the same time provide meaningful careers to the officers in it.

Thus, no matter how complete the formal personnel and assignment system is designed to be, Foreign Service officers sometimes perceive it to be overly restrictive, unprotective and unsystematically rewarding. As a result, some officers are mistrustful of the system and this has led to lamentations about the deterioration of service discipline.

On the other hand, situations such as that of a few years ago when a significant number of deputy-chief-of-mission failures occurred, has led management to doubt whether the system can produce good people to meet its needs. As is to be expected, a system which is perceived to be not doing the job it's designed to do will be supplanted or manipulated.

'Corridor' evaluations

Existing side-by-side with the formal system, then, is a complex informal personnel system dependent upon one's "corridor reputation," which in the last decade has assumed a greater and greater role in the assignments process. We two believe that most Foreign Service officers past the point of tenure are well aware of the crucial nature of the informal side of the system, and also that the informal process appears haphazard and subject to chance.

As we completed our survey of the companies, it became clear to us that the Department's informal system accomplishes much of what the companies have made systematic in their management development programs and practices, and that we should focus our recommenations on the informal system, making it more consistent with and complementary to the formal system. We believe that the total system, while doing its job, is not doing it as well as it should. The question is how it should be changed, the better to meet both the needs of the Department and Foreign Service and provide rewarding careers for its professional employees.

In our report to the director general, George S. Vest, and the Management Council of the Department, headed by Under Secretary Ronald I. Spiers, we made 29 recommendations, most of which apply to both the formal and informal systems. The 29 fell into several categories—succession planning, linking assignments to career development, performance appraisal and evaluation of potential, and providing managers with the tools they need to manage people more effectively.

Since space doesn't permit a thorough discussion of each recommendation here, we present the categories and a few of the recommendations we believe to be the most crucial. Mr. Spiers has approved our request that our complete report be circulated more widely in Washington and overseas, after the council has completed its initial evaluation of the recommendations.

Succession planning

A firm begins its succession planning (the method for selecting potential replacements for executive positions) by first defining what the company stands for, usually in a statement of values. Although such statements of values often sound like motherhood and apple pie, all the firms find them useful as a statement of what the company's leadership is supposed to stand

for.

Secondly, firms analyze their top positions to determine what qualities—personal, functional and managerial—are needed in the executives that fill them. Next, during annual or more frequent personnel reviews involving every corporate executive from the chief executive officer on down, firms prepare lists of executives thought capable of filling positions at a particular level and who are presently one or two levels below the position. This process is repeated for subsequent levels.

The Department follows similar processes in drawing up lists of potential nominees for chief-of-mission and deputy-chief-of-mission positions. Senior managers are pleased at the development and subsequent refinement of the deputy chief of mission process. Our team recommended that the Department establish a working group to study how an expanded succession planning system could be applied to the Department. The management Council approved that recommendation.

A crucial part of succession planning is the involvement of senior and line managers, in conjunction with the central personnel system, in evaluating up-and-coming executives. We in the Department spend a good deal of time doing this sort of tracking and evaluation, but we do it sporadically, using an ever-changing cast of characters: selection boards, assignment panels, personnel counselors, unofficial mentors, etc.

Almost every Department employee is aware of the importance of his or her "corridor reputation," but many may not realize how extensive this informal information system really is. One of the most important reasons for an extensive informal system, of course, is simple: the required openness and safeguards for the individual built into our present evaluation system effectively discourage candid evaluations. Formal or informal discussions of individuals in hallways, offices, lunchrooms and other places provide that candor, but at a cost to both the Department and its employees.

Our team believes that a major fault of the corridor reputation process is that information is gathered on individuals unsystematicaly, often based on hearsay, and often passed on only among people who know each other, not necessarily to the people who need to know. In other words, the results of the Department's present system aren't available to senior managers on a consistent basis, and there's no central mechanism to drive the process according to agreed criteria for keeping the books, or to ensure that useful evaluative judgments are implemented in the assignments process.

There are two possible remedies—make the formal evaluation process more inclusive, or the informal process more systematic. The management development programs of firms attempt to do both, but concentrate on the latter. Thus, we recommend the implementation of systematic discussions between central managers and bureau leaders, and better tracking of the strengths and weaknesses of individuals by the central personnel system.

Assignments and careers

No matter on what means we may agree to improve the way the Department manages its people, we recognize that, in the adoption of any changes, the Department must protect its expertise in foreign policy. The good functional or area specialist will be just as important in the future as in the past. However, whether we're talking about developing functional specialists or more broadly based managers, we believe the system must do a better job of linking assignments to career development if it's to produce the leadership at the top that most agree we need.

As the firms have found they can, we believe the Department can accomplish that objective by institutionalizing greater involvement of line managers in shaping the careers of subordinates, and strengthening the role of the central personnel system in career development and planning.

Companies also face the problem of developing functional specialists and more broadly based corporate managers. As you might expect, a corporate division often wants to hold on to its good people and transfer its "turkeys" somewhere else. In recognizing this, the corporate structure has to ensure that promising candidates for corporate positions get the breadth of job experiences and training needed.

A division may, therefore, be given large latitude in developing its functional specialists, but is required both to produce top quality talent for transfer to other divisions, and to accept top quality talent from other company divisions. To accomplish this, the corporate leadership acts in partnership with the central personnel system. The corporation provides the discipline and the incentives (rewarding division managers who do the best job of producing both the functional specialists and the candidates for executive positions), and the human resources managers keep the books, insuring that the career development needs of each rising executive get personalized consideration.

We recommended that geographic and functional bureaus, central management and the central personnel system adopt a similar system in the Department. This recommendation proved among the most controversial so far. The Management Council concluded that a more immediate priority was to strengthen the existing assignment and career development system.

We also recommended that rating officers be required to comment on bid lists of subordinates in their bidding telegrams, to ensure that at least some assignments being bid will fit recommendations on suitable assignments as reported in the employee efficiency report. Officers would still be permitted to bid on any open assignment for which they're qualified. This recommendation was approved by the Management Council with some changes: comments would be encouraged (not required) from reviewing officers (not rating officers) on the initial bid list submitted by an employee. Adoption, of course, will depend on negotiations with the employee associations.

Tools for managers

Corporations use both discipline and incentives to encourage good management of people. As executives rise in corporations, the way they manage assumes a larger and larger part of their performance evaluations. Considered, for example, are how well a manager uses the company's incentive program, or how many promising young executives are produced for consideration as corporate executives.

We made a number of recommendations pertaining to the Department's utilization of its incentive and suggestion systems, and suggested in our discussion before the Management Council that the Department ought to take a look at the U.S. Office of Personnel Management's report on its "China Lake" experiment, where, among other things, supervisors of Civil Service personnel in two California laboratories were given authority to link performance to pay. The council asked for a more detailed examination of some aspects of those recommendations.

Performance appraisal

A large amount of our attention during our visits to the corporations was given to aspects of the performance appraisal process. Nearly a third of our recommendations pertain to that subject.

As we reported in the April article, firms tend to separate work performance appraisal from evaluation of an individual's potential. The former is usually shared with the employee, and is linked more to increases in pay than to promotion. The latter is almost always a confidential process, and is linked to assignments and promotions. Existing legislation, agreements with the employee associations, and probably the changes since the '70s in Foreign Service traditions and culture would prevent State from going as far as companies can in this regard.

We hasten to point out, however, that the firms are just as concerned about effective performance and potential appraisal as we are. They spend a great deal of time and effort in this regard. There are associations of professional human resources managers who constantly propose and consider improvements in evaluation techniques. We believe there are a number of ideas in use now in the private sector from which the Department could benefit.

Since the Management Council hasn't yet considered the recommendations pertaining to performance appraisal, we obviously can't report on the consideration given specific recommendations. However, very briefly, we have proposed the use of different forms for different levels of employees, increasing the weight given to appraisal of management ability according to grade level, and consideration of a comprehensive scaled rating system to replace much (but not necessarily all) of our present narrative form.

We also recommended studies be done of (a) the possibility of incorporating self-rating in the evaluation process; (b) a system to include evaluation comments by colleagues; (c) greater recognition of employees who accept underbid assignments when asked to do so in the interests of the Department; (d) the possibility of subordinate ratings of a superior's management ability; (e) the feasibility of staggering due dates for efficiency reports; (f) whether reviewing statements at both one and two levels above the rating officer should be required; and (g) mandatory training for all officers in performance appraisal techniques. To say the least, the authors expect a lively discussion of these recommendations in the Management Council.

Recruitment policy

We described in April the close attention paid by firms to their recruiting practices. In companies, participation in recruitment is required of officials at the mid-level. The Management Council accepted our recommendation that Foreign Service recruiting should more widely involve mid-level officers who would spend short periods of time in Board of Examiners duties. The council has charged the Bureau of Personnel to come up with a plan for implementation.

With Arthur Woodruff, we're grateful to the Department for the opportunity to see how the private sector develops its managers, and for the serious considerations given our recommendations by the Management Council. It's long been recognized that the Department needs to improve the way it develops managerial and leadership skills. In 1976, for example, a task force headed by Richard D. Vine spent 100 days looking at the broad topic of professional development for the Foreign Service, including training, recruiting for skills vs. in-service development, and developing executive talent. The opening paragraph of the Vine report's executive summary is revealing:

"The verdict seems virtually unanimous: the Department fails to produce a sufficient number of senior officers who combine all of the substantive, conceptual and leadership abilities needed for its executive positions. Every major study since the 1954 Wriston report has noted this failing, and concluded that, until it is remedied, the Department will not be effective in discharging its full mandate in foreign affairs. Despite repeated, remarkably similar, but generally unapplied prescriptions over the past 22 years, most observers believe that the problem still remains to be attacked effectively."

Conclusion

Our team believes that the Department can and must do a better job of realizing the potential of its people by paying more attention to career and management development. We believe that the competition among Washington agencies for larger and larger portions of the traditional foreign policy turf will only increase, at the same time that the Department is faced with new or intensified foreign policy challenges, such as terrorism, scientific and technological advances, a more interactive world economy, more political and economic refugees, and narcotics. We believe that the private sector offers much that can be adapted to the Department's needs, to build on Department management practices in effect today. ■

It's 'do-it-yourself' for State on making criminal arrests

New law confers authority on Department security officers

DICK GAWTHROP, a special agent in the Bureau of Diplomatic Security's Miami field office, personally arrested a man in New Orleans on charges of passport fraud last July 16. It was the first such arrest ever made by a Department agent. In fact, two days earlier, he would have been unable to do it because Department agents didn't have arrest authority, even though they were required to investigate passport fraud. But on July 15 a law that was passed the previous year went into effect. It gives State's agents not only authority to make arrests but also to carry firearms during criminal investigations, which had also been prohibited.

"Before this new law, we had to investigate cases, show probable cause, go to the U.S. attorney's office and then find law enforcement officials from other Government agencies to make our arrests," says Clark Dittmer, director of the bureau's Office of Investigations. "That system was also potentially dangerous because we couldn't carry weapons. We often work against fugitives, smugglers and other criminals who use passport fraud to avoid detection at the borders. They're often involved in heavy criminal activity. We would have to be not too aggressive, for our own safety."

Since July 15, Department agents have arrested approximately 30 persons on charges of passport fraud, and have, in some cases, uncovered other criminal activity in the process. Describing the case he worked on that resulted in that first arrest, Mr. Gawthrop says: "The New Orleans passport agency contacted our office and said that people were calling in to inquire about an 'International Construction Co.' They wanted to know if it would be appropriate for them to send their passports to the 'company' in response to newspapers ads for construction jobs in Saudi Arabia. Our investigation revealed that the 'company' didn't exist, and that the man we eventually arrested had 'hired' over 100 applicants, charging them $54 each for a visa and identification cards. He then either took their passports or asked that they mail the passports to a post office box in Houston. We also learned that his purpose was to sell the U.S. passports in the Mideast, where they're worth about $2,500 to $3,000 each. When we arrested him, we found 144 passports, and 135 belonged to U.S. citizens. We believe we got all the passports back before any could be sold."

Dick Gawthrop

Clark Dittmer, right, director of the Office of Investigations, and *Bill Chambers*, chief of the Passport Fraud Branch.

Mr. Gawthrop also worked on a case that involved a woman who applied for a passport with a phony birth certificate. "When she came to pick up her passport, we arrested her," he says. "Without that arrest authority, we might have watched her just walk away. But we took her to a correctional institution and, when she was searched by officials there, they found $250,000 in $100 bills stuffed in her underwear. One of the bills was counterfeit, so other agencies are now also interested in the case. Probably 90% of our cases uncover other serious crimes."

Frank Straub and Mike Dinet, who are agents in the New York field office, uncovered a case that involved a ring of European criminals. "Blank travelers checks were stolen in Europe while they were en route to a bank," says Mr. Straub. "The people who were caught trying to cash them, in Zurich, had passports with their true pictures, but different names. The police in Zurich notified the State Department, and the case was assigned to us in New York because the passports were issued here."

One arrest was made by U.S. marshals on July 1, a second by Mr. Dinet on July 17. "A confidential informer led us to some real bad guys who were altering the passports," says Mr. Straub. "We established a team of agents from the New York and Philadelphia field offices, and got help from the New York Police Department. A language specialist from this enforcement team went undercover and was introduced to the bad guys by the informer. Eventually, the undercover agent was provided with a passport, for money. Then the group that provided the passport attempted to deliver more passports. We arrested two members of the group and, in the process, found equipment for producing fraudulent passports and making counterfeit money."

The Bureau of Diplomatic Security is now the only Federal organization with special statutory authority to investigate passport fraud. The bureau says it expects its effectiveness in handling such cases to increase under the new authority.

—DONNA GIGLIOTTI ■

News Highlights

Embassy London gets 'dish' antenna

Embassy London has installed a satellite "dish" antenna aimed at increasing the speed, reliability and security of communication between London and Washington.

"It's just 12 feet in diameter," says Robert Ribera, deputy assistant secretary for communications. "We can use it on the roof and get a lot of communications capacity, cost-effectively. Smaller antennas have been emerging in satellite technology. Earlier, direct communication by satellite was impractical because you needed enormous antennas. You couldn't put them on top of buildings because of their size; you'd have to put them on the ground somewhere near the embassy.

With the new antenna, from left: the company's *Iain Vallance*, *Robert Ribera* and Ambassador *Charles H. Price II*.

Nancy Reagan, the President's wife, inaugurated the new system by placing the first official call from London to the Department's Operations Center. She also presented a commemorative plaque to Donald J. Bouchard, assistant secretary for administration.

Satellite transmissions from London to Washington used to travel a circuitous route, Mr. Ribera says. Beginning in the embassy, information usually was transmitted through the city by underground circuit to a central switching center, then to another switching center, then on to a satellite earth station, which would make the connection with the satellite. But the new antenna allows the embassy to communicate with the satellite directly. "We don't have to use underground lines outside the embassy and there's no dependence on the local labor force," Mr. Ribera says. "So, in addition to improving our communications capability, we've also minimized the opportunities for interference and made our system more secure."

He points out that the antenna provides greater capacity for transmitting phone calls and cables. "The system increases the number of circuits available for telephone use, so when you pick up the phone, you should be able to complete your call instead of waiting for operators to call you back when they've made the connection for you," he says." And the post will be able to send cables faster and in greater quantities. The transmission of data from computer to computer, too, is also faster and more reliable. The service can be tailored to the needs of a post. You can divide the system's capabilities any way you choose. For example, we could give a post a much greater secure voice capability, if we give them just a small increase in cable transmission capacity. The system also includes a secure video conferencing feature. We feel that video conferencing is the thing of the future."

Mr. Ribera adds: "What we've done in London is reflective of where technology is going in integrating the transmission of voice, data and imagery over one system. Several other European posts soon will have direct access to London's system for telephone calls. For example, Vienna would be able to access the London system instead of using the public switched network it now uses."

London was chosen to be the Department's first direct satellite link because of its large volume of cable taffic and because of the presence of many other U.S. Government agencies that would benefit, Mr. Ribera says. The second embassy satellite link is being installed in Geneva and is expected to be operable at year's end. □

***Nancy Reagan* makes the call. With her are Ambassador *Charles H. Price II*, left, and the assistant secretary for administration, *Donald J. Bouchard*.**

'I go where needed,' Ambassador Perkins says

Lucy Chien-mei Liu Perkins holds bible as husband *Edward Perkins* is sworn in. *Secretary Shultz* and *J.H.A. Beukes*, ambassador of South Africa, are on right. Protocol chief *Selwa Roosevelt* is on left. *(Photo by Robert E. Kaiser)*

"I accepted this assignment as a Foreign Service officer who took an oath to go where needed, when needed," said Edward J. Perkins as he was sworn in, November 3, as the new U.S. ambassador to South Africa, succeeding Herman W. Nickel.

The career diplomat was termed a "pro" by Secretary Shultz at the oath-taking ceremony in the Benjamin Franklin Room. "His next assignment requires courage and moral strength," the Secretary said. "Our diplomacy there is conducted in a minefield. It will take a man of Ed Perkins' strength to keep U.S. diplomacy aimed resolutely at its goals when so many will be trying to twist our arm, warp our message or manipulate our efforts."

Mr. Perkins, who had been ambassador to Liberia, added: "I accepted this assignment as the ambassador of the United States, as the ambassador of all Americans, and not as the ambassador of an American minority. I believe President Reagan chose me for this challenging assignment on this basis: That I am a Foreign Service officer who by training and experience can help him pursue American objectives in South Africa, and that as a black American, as a member of a minority that was long oppressed, I might have a special empathy for both the minority and the majority in South Africa....

"Our country, too, contains minorities. We understand the anguish of South Africa's minorities over the prospect that their rights might be trampled on by an uncaring majority, and that their identity might be jeopardized. At the same time, our history and our values cause us to be deeply in sympathy with the aspirations of South Africa's majority for justice and the right to be represented by their government." □

Higher per diem rates are in effect

New per diem rates for federal workers on official travel have gone into effect, raising the $75 per day cap set in 1981 to a maximum of $126 per day. The rates are part of new travel regulations published by the U.S. General Services Administration.

There are 397 U.S. localities identified in the regulations where maximum daily rates vary from $55 for Lawrence, Kan., to $126 for New York City. The per diem for lodging and meals for communities not listed is $50. The regulations feature a "lodgings-plus" system, which no longer requires travelers to itemize all expense items on their travel vouchers. Lodging costs, supported by receipts, will be paid up to set limits; a flat daily payment for meals and incidental expenses requires no receipts. In 31 of the cities listed the flat rate for meals is $33; for all other places it is $25. For example, in the Washington metropolitan area—where the maximum per diem is $112—a flat rate of $33 is for meals and incidental expenses, with up to $79 of the balance available to cover actual lodging costs. □

Outside group will study minority matters at State

The Department has contracted with a professional organization experienced in equal employment opportunity matters to determine appropriate recruitment goals, as well as sex and minority representation rates, for Foreign Service and Civil Service personnel categories. The study will be undertaken by Coffey, Zimmerman & Associates, Inc. It will analyze the best recruitment sources for the Department's occupational groups, and what the sex and minority makeup of those sources is. It will make recommendations for recruitment programs.

Equal employment opportunity regulations require federal agencies, the Department management pointed out, to analyze their work forces to determine their representativeness in terms of minorities and women, and to measure the effectiveness of their recruitment and employment programs. Based on past experience, management said it has felt that the general labor force throughout the country is not an acceptable comparison standard for State because of the specialized nature of the Department's work. The study, then, is intended to determine what elements within the national labor force would constitute the most relevant recruiting pool for the Department, and to identify the sexual and racial composition of that part of the labor force.

The data and guidance developed during this study are expected to facilitate establishing equal employment and recruitment targets for the Department, and to provide standards to measure progress toward achieving Secretary Shultz's announced goal of a "fully representative" workforce. ■

Appointments

Career ambassador: Deane R. Hinton

President Reagan has nominated Deane Roesch Hinton, ambassador to Pakistan since 1983, for the personal rank of career ambassador. Mr. Hinton was the only person recommended for the highest rank in the Foreign Service by the senior selection board that met last summer. The nomination requires Senate confirmation. Only four other active officers hold the rank—Arthur A. Hartman, Thomas R. Pickering, Ronald I. Spiers and Richard W. Murphy.

Mr. Hinton

Mr. Hinton joined the Service in 1946 and was assigned as political officer in Damascus. From 1949 to 1951 he was principal officer in Mombasa. He then took economic studies at the Fletcher School of Law and Diplomacy and at Harvard. Mr. Hinton later drew assignments as financial officer, Paris, 1952–55; intelligence research officer, Bureau of Intelligence and Research, 1955–58; chief, overseas development and finance section, U.S. mission to the European Communities, Brussels, 1958–61; and student at the National War College, 1961–62. Following his studies, he became chief, Commodity Programming Division, Bureau of Economic and Business Affairs, 1962–63.

Mr. Hinton later was director, Office of Atlantic Political-Economic Affairs, Bureau of European Affairs, 1963–67; on detail to AID as director, AID mission and counselor for economic affairs in Guatemala, 1967–69, and Santiago, 1969–71; assistant executive director, then deputy executive director, Council on International Economic Policy, on detail to the White House, 1971–74; ambassador to Zaire, 1974–75; senior adviser to the under secretary for economic affairs, 1975–76; U.S. representative to the European Communities, with the rank of ambassador, Brussels, 1976–79; and assistant secretary for economic and business affairs, 1979–81. He was appointed a career member of the Senior Foreign Service, class of career minister, in 1981. From 1981 to 1983 he was ambassador to El Salvador.

Mr. Hinton was born in Ft. Missoula, Mont., on March 12, 1923. He received a bachelor's from the University of Chicago in 1943 and later took graduate studies at the Fletcher School of Law and Diplomacy and at Harvard. His foreign languages are French and Spanish. From 1943 to 1945 he was a second lieutenant in the Army. He won the Department's Superior Honor Award in 1967. He is a member of the Council on Foreign Relations, the Royal Society of Asian Affairs and the American Foreign Service Association. He is married to Patricia Lopez Hinton. They have 11 children—six sons, Christopher, Joe, Pedro, Guillermo, Juan and Sebastian, and five daughters, Deborah, Joanna, Veronica, Miren and Maria. □

Raphel is named as envoy to Pakistan

President Reagan has nominated Arnold Lewis Raphel, a minister-counselor in the Senior Foreign Service, as ambassador to Pakistan. If confirmed by the Senate, he would succeed Deane Roesch Hinton.

Mr. Raphel

Mr. Raphel has been senior deputy assistant secretary in the Bureau of Near Eastern and South Asian Affairs since 1984. Before that, he was the senior deputy assistant secretary in the Bureau of Politico-Military Affairs, 1982–84. He joined the Foreign Service in 1966. After taking Persian language training at the Foreign Service Institute, he was assigned as vice consul in Isfahan, Iran, where he served until 1969. From 1969 to 1971 he was political officer in Tehran. He returned to Washington in 1972 to become watch officer in the Department's Operation Center. He later held assignments as staff assistant to the assistant secretary for Near Eastern and South Asian affairs, 1972–73; special assistant to the under secretary for political affairs, 1973–75; as a member of the Policy Planning Staff, 1975–78; and as senior special assistant to the Secretary, 1979–81.

Mr. Raphel was born in Troy, N.Y., on March 16, 1943. He received a bachelor's from Hamilton College in 1964 and a master's from the Maxwell School of Syracuse University, in 1966. His foreign languages are Urdu, French and Persian. He has won the Department's Superior Honor Award twice in 1981 and 1984. He has a daughter, Stephanie Joyce. ■

People at State

President Reagan has accorded the personal ranks of ambassador to **Robert H. Frowick** and **Samuel G. Wise Jr.** in their capacities as deputy chiefs of the U.S. delegation to the Conference on Security and Cooperation in Europe follow-up meeting in Vienna ... **Robert O. Homme** is the new director of the Office of Canadian Affairs, Bureau of European and Canadian Affairs ... **Nancy Beck** and **Laura Jehl** are new press officers in the Office of Press Relations, Bureau of Public Affairs ... **Joyce Gunn** is regional director of the New Orleans Passport Agency. □

New legal panel

The Department is establishing an Advisory Committee on International Law (to be distinguished from the Secretary's Advisory Committee on Private International Law) to obtain the views of members of the legal profession on issues of international law. The committee will be appointed by the legal adviser of the Department. For information contact Ted A. Borek, (202) 647-1320 or George Taft, (202) 653-9852. □

Honors and Awards

Vienna's W. Harrison wins $5,000 communicator award

William G. Harrison of the delegation staff in Vienna for the mutual and balanced force reduction talks has been named winner of the Thomas Morrison Communicator Award, an honor that carries with it a $5,000 cash prize. Mr. Harrison entered the Foreign Service in 1976 and has also served in Tel Aviv, Bangui and Libreville.

He was one of 25 persons nominated for the award. The others were Larry Addington, Monrovia; James Balsitis, Alexandria; Anthony Bart, Pretoria; Patrick Bentz, Nairobi; Jimmy Lee Bevis, Contonou; Jimmie Ray Black, Praia; Lynn Doughty, Kigali; Harvey Eidenberg, Abu Dhabi; Edward Fitzgerald and George Hamic, Gaborone; Richard J. Getz and James Jensen, Office of Communications; Rudolph Jojola, Ouagadougou; David H. Johnson, Havana; Robert N. Mansfield, La Paz; William B. Mills Jr., Suva; Francis E. Morgan, Dar es Salaam; David C. Neuser, Bridgetown; Rudolph Szabados, Beirut; Robert R. Walker, Kuala Lumpur; Floyd L. Wilson, Bonn; George D. Windle, Frankfurt; Thomas J. Zuraw, Nassau; and Fred Vinson, Maputo.

Mr. Harrison was cited for "providing an improved communications capability" for the delegation during a time when message traffic had doubled. "Add to that the fact that the two-person communications unit was called on to provide temporary-duty support to other posts a dozen times, and you have an idea of the challenge Mr. Harrison faced," his nomination said. It added: "He took the time to look for, and always found, ways to get the job done better—often at a saving. For example, given that this communications program unit has been understaffed, he undertook to implement a staggered shift and split workweek to minimize overtime."

The nomination credited Mr. Harrison with a number of ways in which he "moved this post into a new age of communications," among them "bringing the classified Wang into all offices." It continued: "During the Secretary's visit to Helsinki in 1985, for example, virtually every piece of the classified Wang system was damaged in transit due to rough handling. Through heroic cannibalizing of the wreckage, Mr. Harrison, on temporary duty, was able to piece together the required number of working systems."

Mr. Harrison

The award selection committee was headed by Robert C. Ribera, deputy assistant secretary for communications. Other members were Jack Jenkins, executive director, Bureau of Administration, and James P. Kelley, chief of the communicator unit in the Office of Foreign Service Career Development and Assignments. The award is named for the first communicator in the Foreign Service. □

Grover again heads courier group

Jack Grover, a former regional supervisor, was re-elected president of the U.S. Diplomatic Courier Association at its 23rd annual meeting in Arlington, Va. Other officers: Walter M. K. Miller, vice president; Richard E. Thompson, treasurer; Betty S. Daymont, secretary; Henry F. Daymont, Louis C. Hebert and John M. Powell, liaison officers; Mark S. Ashley, editor, "The Roadbag"; and Mr. Grover, historian and special projects officer.

Ernest O. Hohman, head of the Washington regional office, was selected as the 1986 recipient of the Alda and Weldon Brown Award for "significant contributions to the Diplomatic Courier Service." A former president of the association, he has served in Washington, Frankfurt, Manila, Panama and Bangkok. The late Nathaniel Ragsdale, who had served in Mexico City and other posts, was elected to the Diplomatic Courier Hall of Fame. The posthumous award was accepted by his sister, Queen Ragsdale.

The couriers unveiled a memorial plaque honoring the late Miguel Cruz, a Foreign Service national employee in Mexico City who had aided diplomatic couriers transiting that capital from 1946 to 1981. The plaque, to be displayed in the embassy lobby in Mexico, reads: "In honoring the memory of our particular friend and colleague, Miguel Cruz, we honor all of our Foreign Service national colleagues, who live and die in the service of the United States."

Jose Aprigio de Carvalho, another Foreign Service national, was awarded a plaque for "dedication and special skills which, for 20 years, have assured the rapid and secure transit of U.S. diplomatic couriers and their pouches through Rio de Janeiro."

Robert C. Rivera, deputy assistant secretary for communications, was named an honorary member of the association. Others honored included Elijah Parker, courier expediter and driver, who received an award for "unfailing help and friendship, 1951–85"; Guy Boute, a founder of the association, an etched metal map showing the travels he had taken as a diplomatic courier; and Dwight Anderson, a courier supervisor, who was presented a memento marking his many years in the service. □

MONTERREY, Mexico—At awards ceremony in consular section, from left: *Carmen Barbosa, Juani Garza, Ruth S. Matthews, Ma. Elena Ibarra, Martin G. Heflin, Ana Catalina Villarreal, Ana Maria Botello, Cristina Garcia.*

MANAGUA, Nicaragua—Ambassador *Harry E. Bergold Jr.* presents Meritorious Honor Award to general services officer *James L. Williams.*

ABIDJAN, Ivory Coast—*David A. Howe,* acting officer-in-charge, Engineering Services Center, left, receives Meritorious Honor Award and cash award from Ambassador *Robert H. Miller.* ■

And this Foreign Service secretary stayed home

But she had the time of her life—on the Haiti task force

BY MELANIE AUDETTE

BECAUSE Foreign Service secretaries are usually assigned abroad on their first tour, I was surprised to learn that I was to serve my initial stint in Washington, in the Inter-American Bureau's Office of Caribbean Affairs. Being a neophyte to Government service, I didn't realize at the time that I'd soon have an excellent opportunity to see firsthand how foreign policy decisions are made. My assignment was to the Dominican Republic and Haiti desks. I didn't realize how quickly the job would go far beyond the routine.

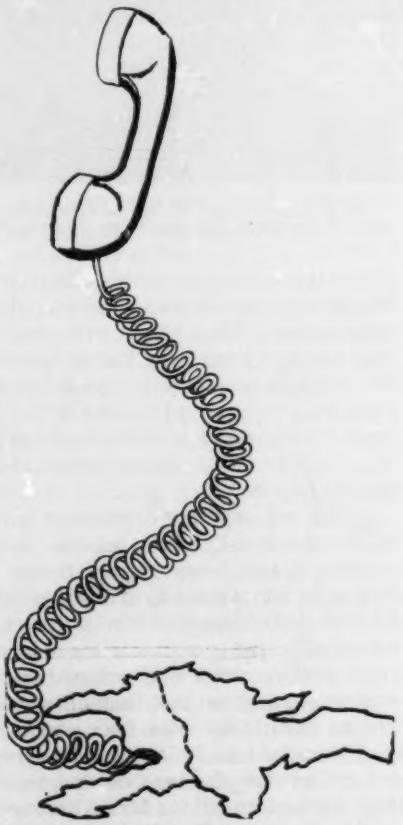
Ms. Audette

Just as I was beginning to familiarize myself with the workings of the Department, events were developing rapidly in Haiti: After nearly 30 years of harsh dictatorial rule, the Duvalier regime was crumbling. Secretary Shultz ordered a working group established in the Operations Center to monitor the situation. The speed with which the task force was formed was incredible. Lou Schwartz's Executive Office in Inter-American Affairs worked closely with the Operations Center to coordinate the group. This was my first exposure to the "Op Center" (what I like to think of as the sensory organ of the Department), and it proved fascinating. The communications facilities were, to me, a maze of buttons and switches. Television screens and computers seemed to dominate the room. I was a bit overwhelmed at first. I observed watch officer Laurie Tracy and her colleagues, and their job intrigued me as I found them privy to the latest news from all over the world. They struck me as the types who could handle anything, but more importantly, handle anything quickly.

Volunteers came not only from the inter-American bureau but from throughout the Department. Many of us hadn't worked together before, and a considerable number of us had never even met. But teamwork characterized the Haiti working group from the outset.

Beth brings brood

Among the volunteers were new Foreign Service officers from the A-100 class, who spent long hours gaining experience for their upcoming tours. Beth Shelton, the wife of Haiti desk officer Mike Shelton, was in the A-100 course at the time. She not only worked on the task force herself, but recruited some of her A-100 colleagues to help us out. What an opportunity it was for these new officers to learn crisis management from experienced masters. Of course, I was a first-timer myself, and I found myself in good hands as the pace quickened. Sheila Logan, Claudia Breese and other experienced secretaries were there to show me the ropes. They were veterans of task forces such as the Jonestown mass suicide, the Grenada rescue mission and the Mexico earthquake. They had the routine worked down almost to a science.



(Sketch by Melanie Audette)

One thing that surprised at least this newcomer was our "Suey call." Let me explain. To facilitate quick communication, the working group had established an open telephone line from the Op Center to the embassy in Port-au-Prince. When we needed to get the attention of the officers on the island, we would place the handset of our telephone near an extension speaker, so as to produce a piercing screech in Port-au-Prince. However, at times even this sound didn't attract attention as quickly as we impatient working-groupers would have liked. But fortunately, we did have an officer on duty with a wonderful voice experienced in . . . hog calling? That person produced a surefire attention-getter with a long and loud "Suuuueeeey!!!" I never asked those working at the embassy what they thought of that. Come to think of it, it was probably better that I didn't.

With more than 6,000 American citizens residing in Haiti, the citizens' services experts of the Bureau of Consular Affairs played a vital role on the task force. Telephone calls from worried friends and relatives came in nonstop, around the clock. The names of American citizens who had registered with the embassy were passed on to the relatives. The consular officers' display of caring, patience and understanding appeared admirable to me.

What's a navy for?

The task force midnight shift will remember with mixed feelings, however, a few calls that were particularly hard to deal with. Special kudos should be given Bill Edmonds for dealing so diplomatically and patiently with one distraught caller who couldn't or wouldn't be calmed. If I recall correctly, she wanted the U.S. Navy sent in to evacuate a member of her family. Fortunately, the rest of the callers were more reasonable, if no less concerned.

Press officers from Public Affairs and our own bureau press office also faced a challenge: Not only did rapid developments force last-minute changes for press briefings, but calls from persistent journalists wanting up-to-the-minute information on the situation, as well as a basic education on Haiti, were continuous. I keep in my mind the image of bureau press officer Kate Marshall, bent over the word processor, determined on getting a report in on time for the daily press briefing. I had answered journalists' calls in the office and had quickly learned that dealing with press people can be sticky business. What amazed me was their persistence and their roundabout ways of getting information. They would make calls throughout the Department, trying to pick up information piece by piece. For instance, they might make a statement of their own sound as fact to see if the caller confirmed or denied the information. I saw immediately that the best way to deal with these callers was to let someone experienced speak to them. Greg Lagana's smooth handling of calls from fast-talking journalists was quite impressive. What really was thrilling for me was to turn on the 11 o'clock news and hear, almost word-for-word, the information that had been given out to journalists throughout the day.

Snap, crackle...

During the 11 days that the task force was in operation, excitement and tension rose so high at times it was as if a crackle of electricity ran through our rooms. The ringing phones made the atmosphere frenetic. But especially impressive were the secure voice telephone lines, which stumped a few of us at first—they were too simple. Though this telephone apparatus itself looks complex, it's really quite simple to operate. I remember several times when the phone rang that an officer would look around helplessly. "Just pick it up," was the reply given the questioning look. As to us our skills were tested as we were called upon to take shorthand over the open telephone line from the embassy and to type as Assistant Secretary Elliott Abrams and Caribbean office director Hal Eisner dictated.

I'll be the first to admit that I don't know everything that transpired during those tense days and nights. Mr. Abrams and the deputy assistant secretary for Caribbean affairs, Dick Holwill, would rush in and out of meetings with Department principals and with high-level officials from other agencies, and keep in contact with Ambassador Clayton McManaway and his staff at Embassy Port-au-Prince. But it was interesting to observe the different leadership styles. Mike Shelton, my immediate boss, was everywhere at once, it seemed. He put in more man-hours than any of us and received a Superior Honor Award for his efforts. Mr. Holwill seemed always to have all under control. When I think of "calm, cool and collected," I think of him. Mr. Abrams seemed all-knowledgeable; he always got straight to the point. He whooshed in and out with an air of power and authority that demanded respect.

This was my first opportunity to see not only him in action, but also his secretary, Karen Smith de Ruiz. It was obvious to me as soon as she and Mr. Abrams walked in that Ms. de Ruiz was as efficient and effective and as *quick* as they come. She summed up what was going on in a flash. It was obvious that, to her, task force operations were "old hat." She would enter and set up shop for her boss quicker than seemed possible. Mr. Abrams would yell "Karen!" and blurt out instructions of one sort or another. Then, with the help of preparation she'd done beforehand and quick references she'd made for herself, she would manage to be always one step ahead of the game.

One day the task force received an early-morning visit from Secretary Shultz, who wanted a direct briefing from task force members. I was terribly disappointed because, of all times for me to be absent from the room, it was when the Secretary made his call. Our knowing of his personal interest, though, helped make the long hours worthwhile for all of us.

Worth it all

Everyone was in his shirtsleeves by the time the task force work was completed. There was no question about it: we had worked—and worked hard. That the transition in Haiti was a smooth one and that relatively few lives were lost proved gratifying for those of us who gave our time and effort to the task force. We were fortunate to take part in events that brought Haiti a step closer to democracy.

I learned from the Haiti Working Group the truth of the saying that crises bring people together. I'd been told before joining the Foreign Service that it's a tightly-knit group, but I was happy to learn from experience how the Department's work causes Civil Service as well as Foreign Service employees to work closely to achieve U.S. foreign policy goals. The friendships I made with both Foreign Service and Civil Service colleagues during that brief, yet critical period will last a lifetime. I was a bit sad when the group disbanded. Although I've continued to be involved in Haiti's future back at the desk (handling hundreds of phone calls and the follow-up work), the end of the working group meant a parting of the ways with friends I wouldn't soon work with again in such a tempestuous, intense—yet fascinating—atmosphere.

A first-tour assignment may not have seemed as exotic as a foreign post at the beginning but, for me, it resulted in a most rewarding experience on the Haiti Working Group. ■

Reagan asks U.S. employees to help fight drugs

'Your rights as citizens' will be protected, he says

PRESIDENT REAGAN directed on October 4 that the following memorandum from him be sent to all Government employees. At State, it was accompanied by a message from Secretary Shultz to members of the Foreign Service and Civil Service.

The President wrote: "As you know, I recently approved several new initiatives with an overriding goal of a drug-free America. This is no easy task, requiring as it does the commitment and support of all Americans. I am asking you, as citizens, parents, friends, and colleagues, to take a leading role.

"As members of the nation's largest workforce, you can continue to set an example for other American workers. I know an overwhelming majority of federal employees have never had trouble with illegal drugs, but our goal is a safe and drug-free workplace for all employees and the American public. Certainly the issue of drug testing has caused some concern, but I want to assure you that my executive order contains provisions to ensure that any testing program will be fair and will protect your rights as citizens.

"Our intention is not to punish users of illegal drugs, but to help rehabilitate them. When you see colleagues or friends struggling with a drug problem, encourage them to seek help from your employee assistance program or from some other organization or person skilled in drug counseling and treatment. Together we can send a message that illegal drug use in every office, shop, and laboratory simply will not be tolerated. The combined efforts of all of us will make it easier for federal as well as private-sector employees to "just say no."

"Your efforts to increase public awareness and prevention of drug abuse are also crucial. Illegal drug use is not a "victimless crime," nor is it glamorous or a matter of personal choice. Drug abuse victimizes everyone in productive time lost, lives shattered and families and communities torn apart. We must send this message beyond the workplace to friends and neighbors and especially to our young people.

Secretary Shultz and *President Reagan* in the Oval Office. With them is national security adviser *John M. Poindexter. (White House photo)*

"I have called upon you many times in the past, and your support and dedication have already helped us achieve so much. Now I am asking you to get personally involved in ridding our offices, schools, homes and communities of drugs and making them better places to live and work. I know I can count on your personal help."

The Secretary wrote: "As you know, the President has launched a major campaign against drug abuse in America. One major goal of that campaign is that Government workplaces be drug-free. Accordingly, the President has issued an executive order directing every federal agency to establish a plan to ensure that federal employees and workplaces are, in fact, drug-free.

"As part of that effort, the President has issued a personal statement to all of us as executive branch employees, outlining his views on the seriousness of the drug abuse problem in America, and stressing the importance of eliminating drug abuse in the federal government. I fully subscribe to his statement, which is attached for your attention.

"The Department of State is working now to develop a plan that will ensure a drug-free workplace, and that will also respect the constitutional rights of all of us as citizens. I will be communicating with you again to outline the features of our plan as it is established." ■

'Americana Project'

New Treaty Room is completed on 7th floor

$2.2 million price tag is picked up by private donors

THREE LARGE reception rooms on the seventh floor, outside the offices of Secretary Shultz and Deputy Secretary John C. Whitehead, have been redesigned into a seven-room suite featuring a new Treaty Room, diplomatic library and portrait gallery. The 18th-century-style suite will be used for treaty-signing ceremonies, swearings-in of Department officials, small receptions and other events.

Completion of the rooms is the latest development in the "Americana Project," aimed at remodeling and refurnishing the Diplomatic Reception Rooms. Designed by architect Allan Greenberg of New Haven, Conn., who also redesigned Mr. Shultz's offices in 1984, the Treaty Room and its antechambers cost $2.2 million. All the funds were contributed by civic and business leaders and foundations.

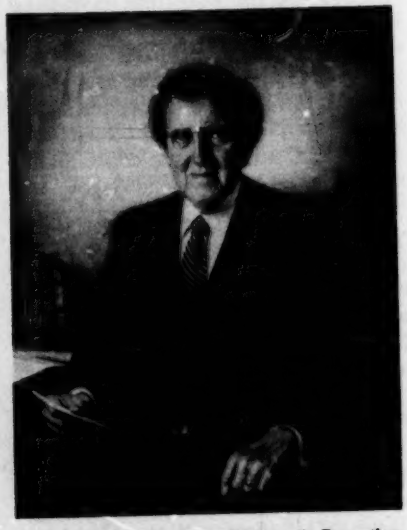
The Tobacco Heritage Committee, whose members include the chief executives of seven tobacco firms, pledged $1.2 million. The donors are Frank E. Resnik, Philip Morris, U.S.A.; Louis F. Bantle, United States Tobacco Co.; J. Robert Ave, Lorillard, Inc.; Gerald H. Long, R.J. Reynolds Tobacco Co.; R.P. Pritchard, Brown & Williamson Tobacco Corp.; Thomas C Hays, American Tobacco Co.; and K. v. R. Dey Jr., Liggett & Myers Tobacco Co. In making the pledges, the committee said: "We find it most appropriate that the Secretary of State is able to receive his visitors and that agreements between the United States and other nations may be signed amidst decorative details and memorabilia of the commodity which has major significance and importance in the diplomatic, commercial and agricultural history of our country."

Views of the new Treaty Room suite. ***(Diplomatic Reception Rooms photos by Richard Cheek)***

Room will be functional

Clement E. Conger, curator of the Department's Diplomatic Reception Rooms and chairman of the Fine Arts Committee, pointed out that for the first time in many decades State has an "appropriate" treaty room in the Department building. Years ago, major treaties and other international agreements were signed in the Treaty Room in the old State, War and Navy Building. Recent treaties have been signed in one of the reception rooms in the Secretary's outer office, or overseas. The United States concludes some 350 treaties and other agreements each year;

West elevator hall, Treaty Room suite.



Oil portraits of Alexander M. Haig Jr., left, and Edmund S. Muskie are the latest in the Department's collection. *(Diplomatic Reception Rooms photos)*

many are expected to be signed in the new suite.

The Treaty Room, the east entrance hall, east reception hall and both antechambers are furnished in American Chippendale. Furnishings of the west hall, reception room and entrance hall are in the federal period. The blue color in the Treaty Room is a variation of that in the Thomas Jefferson State Reception Room on the eighth floor. The elliptical shape was inspired by rooms in great 18th and early 19th-century houses and public buildings, including the Blue Room in the White House.

The 172-foot-long suite features 12 paired Corinthian columns, which include a gilded Great Seal of the United States. (The Secretary of State has been custodian of the Great Seal since 1789). The seal is also on the Corinthian columns in Mr. Shultz's formal office.

"Following the precedent set by Benjamin Henry Latrobe of using American agricultural crops in designs for the U.S. Capitol," Mr. Conger pointed out, "tobacco leaves, flowers and seed pods have been used at the base of panels in the Treaty Room, and at the bases of the door architraves of the east and west antechambers which adjoin the room."

Elevator halls at either end of the suite have been redesigned as part of the project. The doors have bronze grilles.

Portraits of Secretaries

Twenty-eight oil portraits of former Secretaries of State are on the walls. The north wall of the Treaty Room, for example, has portraits of Thomas Jefferson, the first Secretary of State, by Caroline L. Ormes Ransom, after Rembrandt Peale; James Madison, by Charles Bird King, completed in 1826; and John Quincy Adams, also by Charles Bird King, 1826. The latter two artworks were painted in Washington. They have descended in the family of the Marquis de Lafayette. Both oil portraits are gifts of Mr. and Mrs. David S. Ingalls.

Oil portraits of former Secretaries Alexander M. Haig Jr., by Peter E. Egeli, and Edmund S. Muskie, by Roy Gates Perham, were recently unveiled.

Bookcases line the curved walls. They were inspired, Mr. Greenberg said, by Sir Christopher Wren's transcept window architraves in St. Paul's Cathedral in London. The cabinets contain books from the Secretary of State's Library, which has been endowed by Mr. Shultz—a permanent collection on American diplomatic history, the practice of diplomacy in the Department and the Foreign Service, and memoirs. Several volumes have been autographed by the authors during visits to the Department.

Inspired by Michelangelo

Mr. Greenberg delved into classical designs. For example, the pattern on the floor in the Treaty Room was inspired by Michelangelo's floor at the Piazza del Campidoglio in Rome, once the forecourt of the old Roman Senate. The wood in the floor is lightly-stained ebony, mahogany and maple. The bases of the three principal rooms are of green marble from the Greek island of Tinos. Squares of Pentellic marble—the same cream-color marble used in the Parthenon on the Acropolis of Athens—have been set with octagons of green marble from Tinos in the two elevator halls.

The designs are related to those in the recently completed offices of the Secretary, as well as in the Diplomatic Reception Rooms on the eighth floor.

"Both the offices of the Secretary and the new Treaty Room grow out of design themes and ideals inspired by ancient Rome, the Renaissance in Italy and England and, most importantly, colonial and federal America," Mr. Greenberg said. "They are, however, a response to 20th-century functional requirements, aesthetics and our sense of continuity of endeavor with the past. They provide a classical architectural setting for modern diplomacy."

Treaty Room furnishings

Among the furnishings in the Treaty Room is an English two-tier, 28-light cut-glass chandelier in the style of Robert Adam, circa 1800, the gift of Mr. and Mrs. Joseph Bryan; and a rare Hepplewhite writing table in mahogany, with satinwood inlay, circa 1790–1800, the gift of the Robert J. Kleberg Jr. and Helen C. Kleberg Foundation.

Also on display are several ceremonial Indian peace pipes and pipe bowls, tobacco jars, and peace medals of the administrations of Washington, Monroe and John Quincy Adams. The 1793 Washington peace medal, in silver, has the Great Seal on the reverse side. It shows the President with an Indian who is puffing a peace pipe.

The east entrance hall has a Pennsylvania Chippendale cherry high chest of drawers, or highboy, circa 1775–1790, the gift of Olcott Smith; a tall case clock labeled by Simon Willard, circa 1800, the gift of John T. Bent; and a Chippendale mahogany cardtable labeled by John Shaw, 1790, which was descended in the family of Dr. Samuel Washington, brother of George Washington. It is the gift of Mrs. Augustine Todd. The east reception hall has a Philadelphia Chippendale mahogany pie crust tilt-top tea table, circa 1770, the gift of Henrietta B. Bachman; and a Massachusetts mahogany block front chest of drawers, circa 1770, from the bequest of Ellen von Obelitz.

Niagara Falls

The east antechamber contains a Chinese Chippendale console table, circa 1760, the gift of Mrs. Oveta Culp Hobby; and the painting, "Niagara Falls," by Ferdinand Richardt, 1856, the gift of the Gulf Oil Corp. On view in the west antechamber are four maps from "Theatrum Orbis Terranum, Atlas Novus," by William Johannes Blaeu, Amsterdam, 1650, from a collection of maps donated by Raymond Sagov.

The Wunsch Americana Foundation, Inc., gave a Hepplewhite secretary desk and bookcase, New York, circa 1790, which is on view in the west reception hall. Mr. and Mrs. Bernard Doyle donated a Hepplewhite mahogany and satinwood inlaid serpentine chest of drawers, circa 1790–1800. A pair of Hepplewhite serpentine front inlaid card tables, Philadelphia, circa 1790–1800, is the gift of Mr. and Mrs. Samuel Schwartz. Mr. and Mrs. C.A. Grasselli II donated Hepplewhite chairs, English, circa 1770–1780; and Mr. and Mrs. Joseph H. Hennage gave a serpentine front Hepplewhite mahogany inlaid chest of drawers, circa 1790.

The west entrance hall has a mahogany bust of Benjamin Franklin, circa 1760–1780, also the gift of Mr. and Mrs. Hennage; a Hepplewhite mahogany chest of drawers, by John Phelps, Concord, 1800, the gift of Tesoro Petroleum Corp., San Antonio; Dr. Robert V. West Jr., chairman; and a map of the mid-Atlantic states by Lewis Evans, published by Laurie and Whittle, London, 1794, from a plate engraved in 1755, the gift of Margaret Anne Smith. The rooms contain other examples of decorative arts.

New phase for project

The Department's Fine Arts Committee is seeking $1.85 million for the next phase of the Americana Project—remodeling and renovation of the seven-room suite of offices of the deputy secretary, also on the seventh floor. In addition, the committee is seeking $1.5 million for acquisitions to the permanent collection. One-third of the collection is on loan. The committee hopes that over the years the loans will become gifts, or will be replaced with permanent items.

"The principal goal of the Americana Project," the curator explained, "is to build a permanent collection of the finest quality American period furniture, paintings and decorative arts of the 18th and 19th centuries for the Diplomatic Reception Rooms. Donors can perform a genuine public service by helping us present to the world a cultured and dignified view of superb American architecture, craftsmanship and American art."

Contributions are tax-deductible. Inquiries should be addressed to Mr. Conger in Room 8213, Department of State, Washington, D.C. 20520, telephone (202) 647-1990.

—BARNETT B. LESTER ■

At a luncheon for the newly-formed Friends of Art and Preservation in Embassies, from left: *Buffie Cafritz, Judith Terra,* Ambassador *Daniel J. Terra, Lovida Coleman,* Ambassador *Maxwell M. Rabb.*

Foreign Service Families

Overseas schools office expands services

The Office of Overseas Schools has undertaken a major relocation of its library and media resources. These materials now occupy two rooms in State Annex 6, at 1700 North Lynn Street in Rosslyn. They are intended to provide a comfortable environment for persons who want to do research on schools without being interrupted by office activity.

A primary reason for this reorganization was the completion of the first annual summary school information study. With the addition to the office files of detailed information from 492 schools normally attended by Government dependents throughout the world, a need developed to make this information readily available to U.S. employees and their families. This material is on microfiche and hard copy. In addition, a supplementary library of materials such as yearbooks, newsletters and school profiles is organized for reference. The combination of this up-to-date field data, the reference materials and the firsthand knowledge of the regional education officers in the Office of Overseas Schools represents the broadest data base on overseas schooling ever available at State, the office said.

As employees enter the bidding cycle, the office receives numerous inquiries from parents who place education among their top priorities. While current information on the 175 American-sponsored overseas schools assisted through the Overseas Schools Consolidated Program has always been available, this year the office will provide families with a much larger range of schooling options.

The newly-reorganized space includes a room with the microfiche reader/printer, where parents will be able to review the information forms from as many schools as they like and copy any pages they wish to keep for reference. The office is in the process of requesting schools with video cassette recordings of their campuses, programs and special activities to forward a copy for the media center, in order to further expand families' knowledge of what their options are. In addition, a separate reading room provides employees an opportunity to review supplementary material which is arranged by region and post. Information on private boarding schools also is available in the office reference library.

Visitors will be welcomed by appointment or on a walk-in basis. A resource person is available Monday through Thursday to provide assistance. For information or an appointment, contact Monica Greeley, 235-9600. The office is in Room 234 at the annex.

In addition to the resources at the Office of Overseas Schools, every embassy and consulate has been provided with a copy of the full microfiche packet in order that employees at post might review the material as they participate in the bidding cycle. In the Washington area, copies of the microfiche are available at the Foreign Service Lounge, the Family Liaison Office, the Overseas Briefing Center, bureau post management offices and the personnel offices of AID, USIA and other agencies.

The Office of Overseas Schools will distribute information forms to the field next month, for completion by March 1. Revisions based on this year's experience will be incorporated. The final product is expected to be ready for use in early summer. □

Schools advisory panel to meet December 17

The Overseas Schools Advisory Council will hold its executive committee meeting on Wednesday, December 17, at 9:30 a.m. in Conference Room 1107. Scheduled for discussion are results of surveys and reports concerning schools fund raising drives and activities of regional school associations; programs of educational assistance; recommendations regarding projects submitted by regional associations for 1987; efforts in securing contributions; communications with U.S. corporations and foundations; and election of chairman and vice chairman.

Members of the public desiring to attend the meeting should call Joyce Bruce, (703) 235-9600, prior to December 17. The public may participate in discussions. □

Scholarships for high school grads

The American Foreign Service Association, in cooperation with the Association of American Foreign Service Women, is offering scholarships for the 1987–88 academic year. Merit awards, based on academic work, will be given to graduating high school students. Full-time students taking undergraduate work in the United States may apply for financial aid grants.

Eligible to apply are students whose parents have served or are serving abroad for the agencies covered by the Foreign Service Act. Applications should be sent to American Foreign Service Association Scholarship Programs, 2101 E Street N.W., Washington, D.C. 20037. Telephone (202) 338-4046. The deadline is February 15. □

Reminder: take leave

Employees and supervisors were reminded in a recent Department Notice that consideration should be given to the scheduling and use of annual leave which may otherwise be forfeited. The leave year ends January 3. Both management and employees have responsibility, the notice said. ■

"He can't take that bird to New York, but I have an idea: Let's take the bird and leave him here."

Ask Dr. Dustin

A rundown on the medical program

Here's what's covered, what isn't

BY DR. EBEN H. DUSTIN
Medical director

I HAVE BEEN getting many questions regarding the medical program of the Department. So I'd like to explain the extent of medical coverage provided by my office, and the functions and responsibilities of its various units. Let me begin with Section 904 of the Foreign Service Act of 1980. It provides the Secretary with authority to establish a health care program for members of the Foreign Service and other eligible employees, as well as members of their families.

Based on this authority, my office provides medical services and health care to American citizen employees and their dependents stationed overseas. Agencies involved include State, AID, USIA, the Departments of Commerce and Agriculture, and 33 other agencies. State also has authority to provide access to overseas health facilities to AID and other contractors, and other nonofficial patients, when this doesn't put an "unreasonable" burden on those facilities, when alternative adquate medical facilities are unavailable, and when the chief of mission indicates that such services are in the interest of the U.S. Government. So my office has responsibility for overseeing the health care of about 40,000 person living overseas, and for providing examinations to approximately 60,000 employees and their dependents.

Letters of authorization

A so-called letter of authorization (FS–569) is issued to guarantee payment for authorized medical care in a hospital, or for treatment directly related to that hospitalization. This covers illnesses, injuries or medical conditions occuring overseas, or related to overseas service, that require hospitalization. If the hospitalization occurs overseas, the post is the issuing authority. If the care is to be undertaken in the United States, my office issues it.

The FS–569 may be issued only to eligible personnel (and dependents), of the agencies with agreements to be covered by the Department's health care program, who have valid medical clearances. Employees must be aware that hospitalization, evacuation and medical care benefits, other than limited health unit usage, can't be provided for dependent parents of Foreign Service personnel, children over age 21, visiting children of divorced Foreign Service employees, Foreign Service national employees, AID contract employees, Fulbright scholars or other American exchange students, teachers at American international schools, or tourists—including American citizens, county, state and other federal employees and retirees. These individuals or their sponsors living overseas should be sure to purchase one of the commercial health insurance/medical evacuation policies that are now readily available.

New dependents (spouses, children, adopted children) are immediately eligible for care under the medical program, but coverage is limited to 90 days (3 FAM 685.1). During that interval, the new dependent must undergo a complete physical to receive a medical clearance.

Covered expenses

When hospitalization occurs during a tour overseas or for a problem acquired overseas, the FS–569 is issued for expenses not covered by health insurance. If equivalent care is provided at home in lieu of hospitalization, an FS–569 may also be issued. For example, if the regional medical officer or embassy nurse determines that local hospital facilities are inadequate, a person may be provided equivalent care, including nursing at home and expenses.

Expenses for outpatient care directly related to a period of hospitalization may be claimed, but only for a period of one year from the date an expense was incurred by the Government (3 FAM 685.2A).

After one year, the employee and/or insurance carrier assume full responsibility for any additional medical charges. Application for a waiver and subsequent extension of the one-year period may be made by the employee. The waiver may be granted by my office, based on written submissions by the employee that the medical condition clearly was caused or aggravated by the assignment abroad. A waiver may also be granted to extend benefits beyond a year, if the employee can prove that financial hardship or inequity would occur if the guaranteed government payment weren't to continue (3 FAM 685.2d).

Not covered

Coverage isn't provided for illness or injury occurring in the United States, even if on home leave or rest-and-recreation orders. For this reason, all personnel are encouraged to buy health insurance.

Cosmetic or prosthetic surgery (plastic surgery) isn't covered unless it's related to a previously authorized hospitalization. Dental care won't be covered unless the patient is hospitalized and requires general anesthesia. Fertility evaluations and treatment for infertility aren't covered.

Employees of State and other agencies participate in the Federal Employees Health Benefits Program and choose the health care plan they desire. The Department's health care program supplements this coverage.

Payment procedures

For problems covered under the Department's program, the Department will pay whatever the employee's health insurance carrier doesn't cover. For those assigned and treated overseas, payment procedures are outlined in 4 FAM 437.1 through 437.9–3. The

medical officer or administrative officer should be consulted before you file a claim. As to problems acquired overseas but treated in the United States, before billing the Department directly, you should send your claim to the health insurance carrier. After the claim is processed by the carrier, the unpaid balance may be paid by the Department. Before leaving the care of the attending physician(s) or hospital, the patient or parent/guardian must sign a release form permitting reports of medical care carried out to be sent to Medical Director, Department of State. Forward bills promptly, with documentation of the insurance carrier's payment, to the Office of Medical Services, M/MED/CLM, Rm 2909 NS, Department of State, Washington, D.C. 20520. Telephone (202) 647-3606. After audit and vouchering, payment will be made by a U.S. Treasury check. I'll continue this discussion next month. □

RIO DE JANEIRO, Brazil—Principal officer *Alfonso Arenales* presents Commendation Certificate to *Frieda H. Jardim*, on her retirement after more than 26 years of service as a registered nurse at the consulate general.

Alcohol Awareness Program

'My daughter shouted... as the car veered'

BY A FOREIGN SERVICE WIFE

When I was overseas last year, a dentist told me: "Now you should go home and have yourself a stiff drink, after all the work I've done on that poor tooth today." When I told him I couldn't because I was an alcoholic, he exclaimed: "A nice lady like you? I don't believe it!" But "nice ladies" like me *can* be alcoholic, and we come in all shapes and sizes.

Alcohol became a serious problem in our family while we were serving at a tropical post. The gin-and-tonics I drank like water, because of the heat, became a chronic habit. After work I came home, had a couple of drinks, slept it off and was able to greet my husband and share a cocktail with him before dinner was served—with wine and after-dinner liqueurs. The live-in maid and gardener did all the work about the home, including cooking and child care, so there was much more leisure than in the United States or at posts in some other parts of the world.

For the most part, I don't think my drinking too much was apparent except in the family. I was careful at the embassy parties, because I respected the position my husband held and I respected the position we were in as representatives of the United States abroad. The expression, "street angel, house devil" fit, though, and my family learned to stay clear of my erratic rages and crying jags by avoiding me and leading their own lives.

One night, while I was driving two 12-year olds to a Scout meeting, my daughter shouted "MOM!" as the car veered to the wrong side of the road. At Weight Watchers, the other women teased when, during a quiz, I knew immediately how many calories in an ounce of Scotch. I was very thin because I often drank my "meals."

Back in the States, where I was without maids and with full responsibility for the house and all the children, my alcoholism worsened. Depressed during what we now call "re-entry," I taught school during the day, came home via the liquor store, managed to prepare supper as I drank from the bottle stashed under the kitchen sink or under the mattress, then went to bed and passed out. My husband's sad voice saying to the children: "Mother's not joining us for dinner tonight?" still echoes. I was often angry, and one time slapped my daughter irrationally, telling her to stay home on Saturday night. She was graduated high in her class, a member of the National Honor Society, and I was drunk at her graduation. She went to college as far away from home as she could.

I did manage to stop drinking for one year during this time. I was "dry" but not "sober," and knew nothing of the fellowship of Alcoholics Anonymous. One of our children was having serious difficulties. As for me, I visited a psychiatrist for depression. He agreed that I could resume "social drinking." I could have my "social rights" back, was the way he put it. Within a few weeks, I was drinking even more than before, and this continued for more than three years.

Wanting to "pass" a routine State Department physical, I decided to stop drinking for Lent, but was only able to stay at a bottle of wine a day instead of the whiskey. At the physical, I had to honestly answer the question: "Do you think you drink too much?" I knew, of course, that I did. I was not cleared for overseas duty. I felt very badly to hold back my husband's promising career. The Office of Medical Services referred me to the Department's Alcohol Awareness Program. It was strongly suggested that I begin to attend AA meetings in the Department and at home. I never lasted more than nine weeks before taking a drink again, but each time I went back, the AA members greeted me warmly and nonjudgmentally.

The next spring I was called to help a friend hospitalized with alcoholic hepatitis. I visited her every day, horrified by her serious condition. She was trembling and hallucinating. She did recover, so I flew home; I had a couple of pints with me on the plane. As the plane approached Dulles, I made a decision that my life truly had become unmanageable. The last bottle went into the magazine pouch in front of the seat. There was my husband waiting for me. I made a decision and asked him to go with me to an AA meeting that night and, since that time almost 10 years ago, I have been able to manage my life and problems without escaping to oblivion with the crutch of alcohol.

I have continued attending AA meetings overseas and in the United States, following as well as I can the 12 steps of the program, with gratitude for my return to a happy family life. My best friend recently completed her first year of recovery in AA, and sharing with her what I have received has meant a great deal to me.

The "Serenity Prayer" ("God grant me the serenity to accept the things I cannot change, the courage to change the things I can, and the wisdom to know the difference") sums up the way things are now. It's one day at a time.

If you think you have a problem with alcohol, get in touch with the Alcohol Awareness Program, Department of State, 647-1843 or 647-8804. Regulations require that all contacts with the program be handled on the basis of medical confidentiality. □

Seafood is good for you, Harvard doctor says

BY DR. ALEXANDER LEAF
Chairman, Department of Preventive Medicine

Why are we hearing so much about fish oil? Evidence is rapidly mounting that fish oil in the diet can help prevent hardening of the arteries and, therefore, heart attacks. This story began in the early 1970s with a study of the Eskimos living in Greenland. Danish researchers found that about 40% of the calories in the Eskimo diet came from animal fat. This is a high level—comparable to the amount consumed by urban Danes or Americans. Yet, at any given age the Eskimos have a much lower rate of heart attacks than would be expected from such a high fat intake. A reasonable guess would have been that Eskimos simply are genetically resistant to heart attacks. But those few who move to Denmark and shift to the local diet appear to be as prone to heart disease as native Danes, so that's probably not the explanation.

As the research progressed, another trait provided a clue to the mystery of the Eskimos' resistance to arterial disease: a peculiar tendency to bruise easily. The reason for this proved to be that their platelets are less sticky than is typical of Americans or Europeans. This finding suggested that the arteries of Greenland Eskimos are being protected by something that alters the way their platelets function.

And this explanation makes sense. We now know that platelets help to initiate so-called hardening of the arteries or atherosclerosis. The process begins with a bit of microscopic damage to the inner lining of the artery, usually caused by rapid, turbulent flow of blood near a bend or fork in the artery. Ideally the injured spot would just repair and the problem would just go away. But in many people the damaged inner surface of the artery attracts platelets, which stick to the injured surface and then release chemical signals. These, in turn, stimulate muscle cells in the artery wall to duplicate themselves and also attract circulating white blood cells to collect at the site of injury. The proliferating muscle cells and white blood cells begin to accumulate abnormal deposits of cholesterol and become even bulkier. In this process, a once healthy area of artery wall is turned into a fatty plaque. The artery is narrowed as a result and blood flow is reduced.

With this background in mind, the researchers surmised that the Eskimos were doing something to protect themselves from their own platelets. That "something" appears to be eating a type of oil that comes mainly from marine sources—fish, seal, walrus and whale.

All of the oils we eat are made up of subunits known as fatty acids. It has long been recognized that the proportion of saturated to unsaturated fatty acids in the diet makes a difference to the way the body controls the level of blood fat. Eating saturated fatty acids (which predominate in red meat and dairy products) leads to high cholesterol in the blood and a high proportion of that cholesterol is the low density lipid (LDL). Eating unsaturated fatty acids (which come from various vegetable or seeds) encourages the body to lower the level of cholesterol in the blood. Fish oils are unsaturated, like vegetable oils, but they have one major structural difference that influences how the body responds to them.

How does fish oil work?

Oils taken in the diet find their way into the membranes of many of the body's cells, including platelets. When the content of fish oil in a platelet's membrane becomes high, there is a change in the way the platelet functions.

A platelet draws on the reservoir of fatty acids carried in its membranes to produce chemicals used to signal both other platelets and cells in the artery lining. These chemicals, known as prostaglandins, play a crucial role in the clotting of blood. One in particular, thromboxane, makes platelets sticky and it encourages them to aggregate at sites where the cells lining artery walls are damaged. This action of thromboxane is one of the earliest events in the complex sequence known as atherosclerosis.

Our bodies can't make thromboxane "from scratch." We have to get the raw material from arachidonic acid (or AA) in our diets. Grains and seeds are, ultimately, the main sources of this substance. Fish oils provide a very similar but crucially different material, eicosapentaenoic acid, or EPA, which cannot be readily converted into thromboxane. Essentially, by getting in the way of AA, the EPA reduces the production of thromboxane and thus makes the platelets less sticky.

In itself, this effect would probably be sufficient to limit the ability of the platelets to initiate a clot. But the EPA in fish oil has yet another effect. It is also accumulated in the cells lining artery walls. These cells normally produce a chemical signal of their own, but one that inhibits platelets from clotting. EPA is readily converted into this material, prostacyclin.

Thus, fish oils work in two ways, tilting the balance of signals so that the

stickiness of platelets is diminished. The importance of eating fish oil may be that it acts at such an early stage to inhibit the process of atherosclerosis.

Is that the whole story?

No, it really isn't. So far, studies with fish oil, or EPA, have indicated that it has a variety of beneficial effects, although the influence on platelets may be one of the most critical. Increasing fish oil in the diet leads to a lowering of the cholesterol (of the unfavorable LDL type) and it reduces blood pressure as well. In individuals with a hereditary tendency to very high levels of triglyceride in the blood, fish oil leads to a dramatic reduction of the level of this form of blood fat.

In a way, the fish oil story seems almost too good to be true. Not only does this type of oil favor the health of the arteries, but it also appears to act against inflammation, and so it may prove useful in a class of diseases, such as arthritis, in which the inflammation gets out of hand.

The basis of this effect may be very similar to the action of the platelets. Again, the EPA in fish oil, by competing with the AA in vegetable oil, alters production of the chemical messengers. In this case, the compounds that are affected are called leukotrienes, which promote inflammation and some immune processes. Animal studies suggest that that EPA can improve at least some illnesses that result from excessive inflammatory or immune reactions. The success of animal experiments has led to clinical trials of EPA in arthritis, psoriasis, lupus, nephritis and even some cancers in which leukotrienes are thought to play an important role. Because current treatment for these common diseases is generally inadequate, trials of fish oil are generating a lot of interest.

As usual, one has to say at the outset that much more research and development are needed before firm conclusions can be drawn. The beneficial effects of fish oils are probably increased by reducing the amounts of other fats in the diet. Nevertheless, on the basis of a study conducted in the Netherlands (and widely publicized last summer) it seems that eating fish, even just a couple of times a week, can lead to a significant reduction in the risk of heart attack.

But I think we should put the subject in perspective. Our understanding of artery disease is still limited and the major approach to preventing it is through lowering blood cholesterol levels. Now, however, we are discovering that there are several key points in the process by which arteries become narrowed. We will probably find ways to intervene at each of these points and thus follow the total risk of developing heart disease and strokes. Reducing dietary fat, cutting out cigarettes, and getting adequate exercise are still important; these measures lower cholesterol and shift it into the HDL form. Eating fish oil, which seems to work mainly at an early stage of the process, may well make an independent contribution to the health of the heart and blood vessels. It should be remembered, all the same, that the point of reducing saturated fats and total dietary fats is not only to protect from cardiovascular disease but also to avoid cancers of the bowel and breast.

Are some fish better than others?

The types of fish that are richest in EPA are those that live in deep, cold waters: salmon, mackerel, bluefish, herring, menhaden. These are the fish that carry fat in their muscles and under the skin. Other fish with similar habitat, such as cod, tend to have rather dry flesh and store oil in their livers. Thus, cod meat is not a very good source of EPA but cod liver oil is. Cod liver oil is also high in vitamin A and D which can be toxic if taken in large quantities. So it's not a good idea to start taking large amounts of cod liver oil—at least not in the amount greater than 1–2 tablespoons a day—to obtain EPA; one may get too much vitamin A and D at the same time. It is unlikely that EPA itself will produce serious side effects unless taken in very large quantities.

Shellfish also have EPA in them, and the good news is that they are not, as once believed, high in cholesterol. An error in the measurement method incorrectly led food chemists to identify a different (and harmless) substance as cholesterol. On the whole, I think it prudent for people to consume fish, instead of red meat at least twice a week. I am not taking supplements of EPA and am inclined to think it's premature to do so until we know how much is needed to achieve benefits and whether EPA can be simply added to a usual Western diet or whether it is necessary to reduce the intake of other fats. In this country, a great deal of fish oil is produced from menhaden—some 100,000 tons. However, it cannot be sold as food because it is not on the "generally recognized as safe" (GRAS) list. So the menhaden oil is exported to Europe, where it is partially hydrogenated, making it similar to ordinary vegetable oil. Then it is made into margarine and other substances. A certain amount of fish oil is marketed in the U.S. in capsule form. But it exists in kind of a regulatory limbo—not listed as a drug, in that no therapeutic claims are made for it and not sold as food.

If fish oil proves to be as beneficial as now appears the case, there would be several ways to maintain an adequate supply. Our current production of menhaden oil could be consumed in it's natural form instead of being converted into margarine. There may also be other abundant fish species that aren't much favored for cooking but could supply oil.

Ultimately, though, the source of this oil isn't fish but the microscopic plants of the sea or plankton. The Greenland Eskimos don't get their EPA from fish so much as from whale, seal and other large sea mammals, which have in turn eaten fish, and the fish have obtained their supply from plants. In the long run, the most practical way to develop a supply of this oil may be to short-circuit this process and extract it directly from plankton, or to synthesize it.

(From the Harvard Medical Health Letter, via the Foreign Service Medical Bulletin) ■

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Education and Training

Schedule of courses at Foreign Service Institute

Program	*Jan.*	*Feb.*	*Mar.*	*Length of course*
Area studies				
Africa, sub-Sahara	26	—	—	2 weeks
East Asia	26	—	—	2 weeks
Latin America	26	—	—	2 weeks
Near East and North Africa	26	—	—	2 weeks
People's Republic of China	—	—	9	2 weeks
South Asia	26	—	—	2 weeks
Southeast Asia	26	—	—	2 weeks
USSR/eastern Europe	26	—	—	2 weeks
Western Europe	26	—	—	2 weeks
Language and advanced area courses				
Afrikaans	—	9	—	24 weeks
Amharic	—	9	—	24 weeks
Arabic (Egyptian and modern standard)	—	9	—	24 weeks
Arabic (formal spoken and modern standard)	—	9	—	24 weeks
Arabic (western and modern standard)	—	9	—	24 weeks
Arabic (formal spoken and modern standard) (advanced, in Tunis)	—	9	—	47 weeks
Bengali	—	9	—	24 weeks
Bulgarian	—	9	—	24 weeks
Burmese	—	9	—	24 weeks
Chinese (Cantonese)	—	9	—	24 weeks
Chinese (standard)	—	9	—	24 weeks
Czech	—	9	—	24 weeks
Danish	—	9	—	24 weeks
Dari (Afghan Persian)	—	9	—	24 weeks
Dutch	—	9	—	24 weeks
Farsi (Iranian Persian)	—	9	—	24 weeks
Finnish	—	9	—	24 weeks
French	12	9	9	20 weeks
German	—	9	—	24 weeks
Greek	—	9	—	24 weeks
Hebrew	—	9	—	24 weeks
Hindi	—	9	—	24 weeks
Hungarian	—	9	—	24 weeks
Icelandic	—	9	—	24 weeks
Indonesian	—	9	—	24 weeks
Italian	—	9	—	24 weeks
Japanese	—	9	—	24 weeks
Japanese (advanced, in Yokohama)	—	9	—	12/15 months
Korean	—	9	—	24 weeks
Korean (advanced, in Seoul)	—	9	—	44 weeks
Lao	—	9	—	24 weeks
Malay	—	9	—	24 weeks
Nepali	—	9	—	24 weeks
Norwegian	—	9	—	24 weeks
Pilipino (Tagalog)	—	9	—	24 weeks
Polish	—	9	—	24 weeks
Portuguese	—	9	—	24 weeks
Romanian	—	9	—	24 weeks
Russian	—	9	—	24 weeks
Serbo-Croatian	—	9	—	24 weeks
Sinhalese	—	5	—	24 weeks
Spanish	12	9	9	20 weeks
Swahili	—	9	—	24 weeks
Swedish	—	9	—	24 weeks
Thai	—	9	—	24 weeks
Turkish	—	9	—	24 weeks
Ukrainian	—	9	—	24 weeks

—(Continued on next page)

Volume on Germany, Austria is ready

The Department has released "Foreign Relations of the United States 1952–1954, Volume VII, Germany and Austria." This volume documents the efforts of the United States to achieve the elements of a peace settlement in central Europe, in the face of continuing Soviet policy to perpetuate the division of Europe between East and West, a Department news release said.

It added: "The most important element in this diplomatic effort was the establishment of a viable, democratic West Germany that would take its place with the other nations of western Europe. American, British and French officials began negotiations with West German leaders in 1951 in order to work out a 'contractual agreement' to define relations with the new Federal Republic of Germany in the absence of a peace treaty. Disagreements between France and the other three countries over the measures to guarantee against a resurgence of German militarism were at the foundation of troubled negotiations in early 1952. All of these problems were eventually resolved at a meeting of the Western foreign ministers at Bonn in May 1952, and the "contractual agreements" were signed on May 26. Although overshadowed by the subsequent vote of the French parliament against the planned European Defense Community, designed as a framework for a West German defense contribution, the proposed treaty arrangements with the Federal Republic were a major step toward a strong, independent West Germany and its entry into the NATO partnership."

Foreign Relations, 1952–1954, Volume VII comprises 1,997 pages of previously classified foreign affairs records. it was prepared in the Office of the Historian, Bureau of Public Affairs. This official record is based upon the files of the White House, the Department of State and other Government agencies.

Copies (Department of State Publication Nos. 9469 and 9470, GPO Stock No. 044-000-02142-1) may be purchased for $38 (domestic paid) from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Checks or money orders should be made out to the superintendent.

The Office of the Historian has prepared a summary of the volume. For information, contact John P. Glennon (202) 663-1144 or Charles S. Sampson (202) 663-1134. □

Volume on China is released

The Department has released "Foreign Relations of the United States, 1955–1957, Volume III, China." This volume contains documents on U.S. policy toward China from August 1955 through December 1957, the period of the first ambassadorial talks between the United States and the People's Republic of China.

"The talks, held in Geneva," according to a Department news release, reestablished the diplo-

matic contact broken in 1949 and opened a crack in the frozen hostility which separated the two countries. Secretary of State John Foster Dulles approached the talks as an aspect of his efforts to contain what he saw as the menace of mainland China. His immediate objective was to obtain the release of Americans imprisoned in China, and his larger intent was to defuse the threat to Taiwan and the offshore islands. The American negotiator, Ambassador U. Alexis Johnson took his lead from Mr. Dulles and insisted throughout the talks that Chinese compliance with these basic U.S. objectives was an essential prerequisite to any consideration of further normalizing relations between the two countries. The focal point of the talks, from the American perspective, was the discussion of a proposed agreement on a mutual renunciation of force. The Chinese viewed the talks as an opportunity to win *de facto* recognition from the United States, and they pushed steadily for agreements on such issues as the relaxation of trade restrictions and the exchange of journalists which would imply closer relations. In the end, the Geneva talks produced no agreement beyond an initial understanding on the exchange of prisoners. A gap of perception and intent, as well as hostility, separated Washington and Beijing; it would not be overcome for another 15 years.

"The volume also deals with U.S. relations with the Chinese Nationalists on Taiwan. The Nationalists were greatly disturbed by the ambassadorial talks, in spite of Washington's efforts to reassure them. Relations suffered a rude shock in May 1957, when rioters in Taipei attacked the U.S. embassy after a U.S. Army court martial acquitted a sergeant who had killed a Chinese national. Nevertheless, the relationship remained close. Such U.S. leaders as Secretary Dulles and Vice President Nixon visited Taiwan, and U.S. military and economic aid continued at a high level."

Volume II, which documents U.S. policy in the Taiwan Strait crisis from January through July 1955, was released recently. Copies of volume III (Department of State Publication No. 9451 (GPO Stock No. 044-000-02137-4) may be purchased for $21 (domestic postpaid) from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Checks or money orders should be made out to the Superintendent of Documents. The Office of the Historian has prepared a brief summary of the volume. For information contact John P. Glennon (202) 663-1144 or David W. Mabon (202) 663-1129. □

Principal officers book is published

The Department has released the publication "Principal Officers of the Department of State and United States Chiefs of Mission, 1778–1986." It is a revised and expanded edition of "United States Chiefs of Mission," a standard reference work first published in 1973, updated in 1975 and 1982. A news release said:

—(Continued from preceding page)

Program	Jan.	Feb.	Mar.	Length of course
Urdu	—	9	—	24 weeks
Vietnamese	—	9	—	24 weeks
Familiarization and short-term (FAST) courses				
Arabic, Egyptian	—	9	—	6 weeks
Arabic, formal spoken (replaces Gulf, Hijazi and Levantine)	—	9	—	6 weeks
Bengali	—	9	—	6 weeks
Chinese	—	9	—	6 weeks
French (metropolitan)	12	9	9	10 weeks
French (sub-Saharan)	12	9	9	10 weeks
German	—	9	—	10 weeks
Hindi	—	9	—	6 weeks
Icelandic	—	9	—	6 weeks
Italian	—	9	—	10 weeks
Japanese	—	9	—	6 weeks
Portuguese (L.A.)	—	9	—	10 weeks
Portuguese (European)	7	—	—	10 weeks
Russian	—	9	—	6 weeks
Spanish	12	9	9	10 weeks
Thai	—	9	—	6 weeks
Early-morning language classes				
Arabic (formal spoken)	—	23	—	17 weeks
Chinese (standard)	—	23	—	17 weeks
French	—	23	—	17 weeks
German	—	23	—	17 weeks
Italian	—	23	—	17 weeks
Japanese	—	23	—	17 weeks
Portuguese	—	23	—	17 weeks
Russian	—	23	—	17 weeks
Spanish	—	23	—	17 weeks
Overseas Briefing Center				
Amer. stud., cross-cult. adaptation: Log./FS life	12	—	23	10 days
Employment planning for the mobile Foreign Service spouse	6	—	—	4 days
English-teaching seminar	—	9	—	5 days
Going overseas (Wed. evening, singles/couples)	28	—	18	1 day
Going overseas (Sat., for families)	—	—	14	1 day
Reg., allowances and finances	—	25	—	3 days
Administrative training				
Budget and financial management	5	2	2	28 days
General services operations	40 days	(7 weeks)**		
Personnel management training	5	17	—	25 days
*Coping with violence abroad	5,20	2,17	2,16	1 day
Consular training	*Pre-registration required for:*			
ConGenRosslyn basic consular course	Continuous enrollment:			26 days
Consular functional intensive	5	—	—	5 weeks
Consular orientation program	Continuous enrollment:			6 days
Immigration law and visa operations	*Correspondence course			
Nationality law and consular procedure	*Correspondence course			
Overseas citizens services	*Correspondence course			
Passport examiners	*Correspondence course			
	*See Airgram A-660 (dated 7/17/84)			
Economic and commercial training				
Applied economics for foreign affairs	26	—	—	6 weeks
Orientation to overseas economic function	—	9	—	2 weeks

*No longer available on a walk-in basis. Advance registration required.

** Weekly enrollment. Previous registration required. After the basic 25-day course, officers going to Financial Management Center posts will be given six days training on the Financial Management System and six days on the U.S. disbursing officer's functions. Previous registration for these adjunct courses is required.

—(Continued on next page)

SENIOR SEMINAR—Members of the 29th session, which began September 2 and continues June 11, seated, first row, left to right: *James Purcell, Theresa Tull, Aurelia Brazeal, Jimmie Stone.* Standing, second row: *Ralph Jones, Eugene Daniel, Norman Singer, Ralph Laurello, Larry Strawderman, George Griffin, John McLauchlin, Paul Blayney, Thomas McNamara.* Third row: *Wesley Egan, David Shinn, Lawrence Arena, David Overton, James Campbell, Jim Freeman, John Todd Stewart, Gerald de Santillana, Conrad DeLateur.* Fourth row: *David Hilty, David Dill, Leonard Shurtleff, Michael Canning.* (*Photo by Lloyd McKenzie*)

—(Continued from preceding page)

Program	Jan.	Feb.	Mar.	Length of course
Executive development				
Supervisory studies seminar	—	10	—	3 days
Information resources management				
Information systems operations trn. program	—	—	9	4 weeks
Washington tradecraft	20	—	16	2 weeks
Political training				
Foreign affairs interdepartmental seminar	12	—	16	2 weeks
Political functional intensive	5	—	—	4 weeks
Political tradecraft	5	—	16	3 weeks
Orientation				
Orientation for Foreign Service officers	—	2	—	9 weeks
Orientation for Foreign Service personnel	20	—	30	1 week
Orientation for Department officers	20	—	30	2 days
Department clerical orientation	12	23	—	7 days
Secretarial briefings	*Sch. arranged by appt.*			4–8 hours
1st-time ambassador's sec. brief. (FS sec's.)	Ind. or group by appt.			
Washington assignment (for FS secretaries)	Ind. or group by appt.			
Refresher onward assignments (for FS sec's.)	Ind. or group by appt.			
Upward assignments (for GS secretaries)	Ind. or group by appt.			
Communications courses				
English and comm. skills (Section II)	—	3	—	40 hours
Effective writing for government	12	—	—	24 hours
Advanced writing for government	—	16	—	22 hours
Effective speaking and listening skills	12	—	—	24 hours
Secretarial courses (for FS and Civil Svc.)				
Career development seminar, Section I	—	17	—	5 days
Foreign Service secretarial training	—	9	—	8 days
Equal opportunity seminar				
Management seminar on EEO for exec. and supvr.	23	—	20	1 day
Skills development courses				
Managing words (Wang word-processing trn.)	Schedule arranged			8-40 hours
Communications workshops				
Correspondence formats	Schedule arranged			4-8 hours
OCR telegram preparation workshop	Schedule arranged			4 hours
Art of machine transcription	Schedule arranged			4-8 hours
Telephone techniques	Schedule arranged			4 hours
Preparation of travel vouchers	Schedule arranged			4 hours
Time and attendance workshop	Schedule arranged			4 hours
Proofreading	Schedule arranged			4 hours
Notetaking for managers	Schedule arranged			24 hours ■

(Continued from preceding page)

"The publication presents the authoritative record of the tenure of principal American foreign affairs officials throughout the nations's history. The record includes the state of residence, career status, and dates of appointment, of entry on duty, and of termination of appointment. An index of all persons listed in the main text contains full name, dates of birth and death, and a chronological list of each position mentioned in the text. The edition covers appointments through April 30, 1986.

"'Part I, Principal Officers of the Department of State,' has been completely revised and expanded over previous editions. In addition to officers commissioned by the President, chiefs of bureaus who were designated by the Secretary of State and who hold ranks equivalent to an assistant secretary of state have been included. All individuals with the personal rank of career ambassador are included in a separate list that ends this section.

"'Part II, United States Chiefs of Mission,' includes all U.S. ambassadors, ministers (including those commissioned as sole ministers by the Continental Congress), ministers resident, chargé d'affaires, chargé d'affaires pro tempore and diplomatic agents. It also includes those commissioners who were accredited to foreign governments and served as heads of American legations." ■

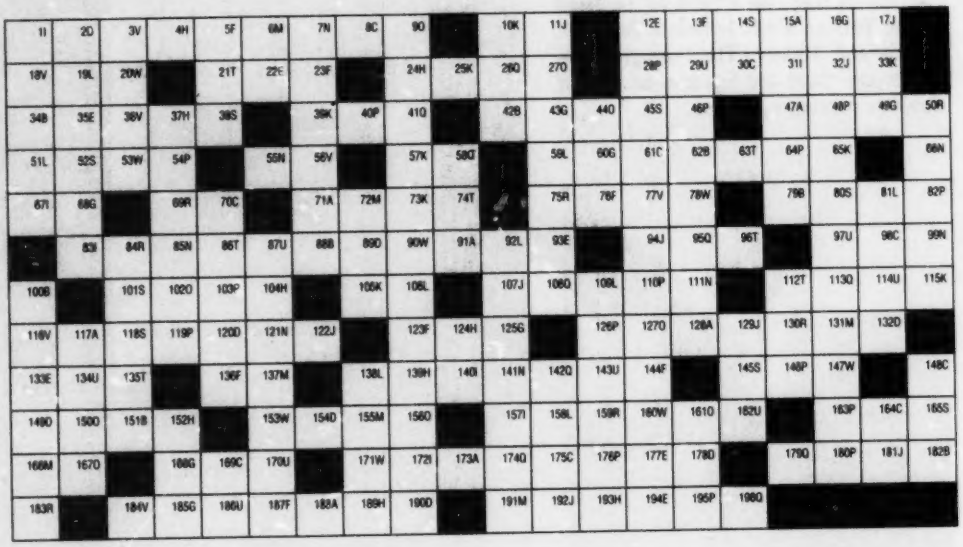
Installment savings beats installment buying. Join the Payroll Savings Plan for U.S. savings bonds. □

Diplo-Crostic No. 39

BY RICHARD MCDONOUGH
Guest contributor from Thailand

DIRECTIONS

To solve this puzzle, write the *words* that you can guess from the *definitions* in the numbered blanks provided, and then transfer the letters to the corresponding numbered squares in the diagram. Working back and forth, a quotation will appear in the diagram reading left to right. When all the *words* have been filled in, the author and title of the book from which the quote was taken will appear as the first letter of each *word* reading down. The solution will be published in next month's STATE magazine. (This puzzle is the creation of Carol Becker, Department of State Historical Office. The "Diplo-Crostic No. 38" appeared in the October issue; the solution was in the November STATE.)

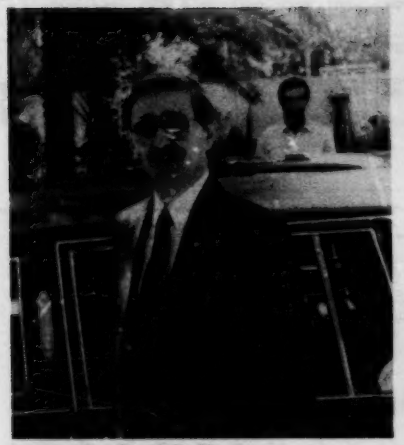


DEFINITIONS	WORDS
A. Large watchdogs	173 117 15 128 188 47 71 91
B. S. African moray eels	100 79 62 34 182 42 88 151
C. Disproportion (medical)	164 8 61 30 175 98 169 148 70
D. Whippings	89 154 120 149 2 178 190 132
E. English town in Suffolk	22 12 93 133 177 194 35
F. Allayed; mitigated	13 187 23 76 123 144 5 136
G. Roundworm family	49 16 60 168 66 185 125 43
H. Undistinguished person	124 139 24 152 189 37 193 4 104
I. Town on Lake Ladoga	157 1 172 31 67 140 83
J. Hubbubs	192 181 129 17 11 32 107 94 122
K. Basalt glass	39 57 115 10 33 73 65 105 25
L. African language of Khoisan group	109 19 51 81 59 138 92 106 158
M. In the usual place	166 6 131 137 191 72 155
N. Form of granite	111 141 66 55 99 7 121 85
O. Goatsuckers	102 127 9 156 27 44 150 161 167
P. Former U.S. Secretary of State (full name)	195 103 119 40 48 180 110 126 163 176 64 82 28 146 46 54
Q. Ill-tempered woman	26 179 58 108 95 142 113 174 41 196
R. Oregon crab apple	84 75 69 130 183 50 159
S. Unmindful; unaware	45 145 118 52 165 80 101 14 38
T. "Tis an old maxim in the _____ that flattery's the food of fools" (Swift)	63 86 21 96 135 74 112
U. Naked; undisguised	188 143 162 134 87 29 97 114 170
V. Flashily vulgar	77 36 18 56 116 3 184
W. Of rare interest	180 78 53 147 153 20 90 171

Post of the Month: Baghdad

THIS U.S. EMBASSY is in the capital of Iraq, the nation at the head of the Persian Gulf, between Saudi Arabia and Turkey. The Foreign Service people there are featured as part of STATE's continuing series.

The chancery.



Ambassador *David G. Newton.*

Public affairs officer *Jim Bullock* visits the Leaning Minaret of Mosul with his wife's parents, *Mr.* and *Mrs. Hoeveler.*

Political officer *Daniel Goodspeed* at an archeological site in northern Iraq.

Jill Johnson in the driver's seat.

Visiting Ctesiphon, site of the one of world's largest free-standing brick arches, are *Jill* and *Bruce Johnson*, their son *Eric* and *Rebecca Phillips*.

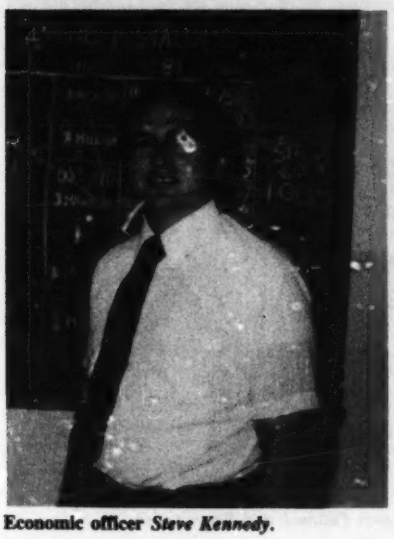
Visiting the ancient ruins of Hatra, in Northern Iraq, are *Adele* and *Adam Wooton* and *Gina Abercrombie-Winstanley*, right.

Visiting ruins of the walled city of Babylon are *Shirley Panasuk*, *Jean Wilford*, *Pauline Slavik*, *Larry Panasuk* and *Brian Lepak*.

Bread delivery, Baghdad style.

Deputy chief of mission *Ted Kattouf* and wife *Jeannie*, in front of the Ishtar Gate of Babylon, south of Baghdad.

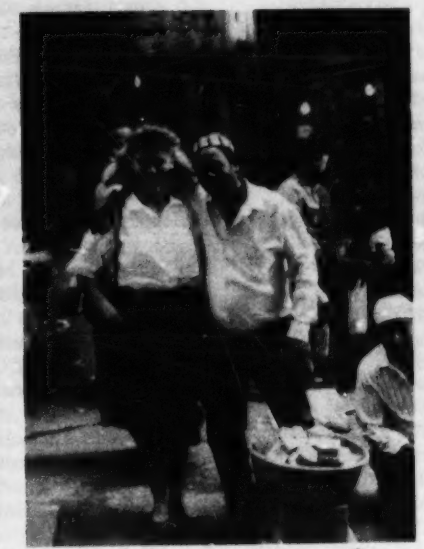
Shirley Panasuk and a friend.



Economic officer *Steve Kennedy*.

Deborah Jones at construction site on the embassy grounds.

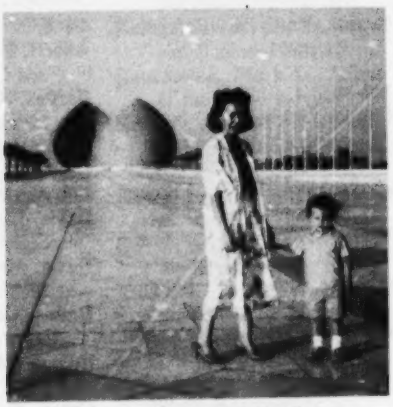
Dean and *Dorothy Storm* at the Lion of Babylon.



Patricia Deel with merchants in an outdoor market.

Peggy Romine at an arts and crafts fair.

The beach at Lake Tharthar, west of Baghdad.



Fatima and *Alexander Goodspeed* at the marbled entrance to the Iraqi Martyrs' Monument. ■

Personnel: Civil Service

Promotions

GG–6

Amselem, Carmen M., U.S. Mission to the United Nations

GG–9

Werlang, Marisa, Foreign Service Institute

GG–11

Aranha, Maria Z.P., Foreign Service Institute

GM–13

Gunn, Joyce, Passport Agency, New Orleans

Starrett, Stephanie D. D., Bureau of Personnel, Office of Foreign Service Career Development and Assignments

GM–14

Feeney, James I., Bureau of Administration

Handley Jr., Frank G., International Organization Affairs

Krantz, Emily K., Refugee Programs

GM–15

Condon, Richard S., Intelligence and Research, Office of the Executive Director

Hunter, Douglas R., Refugee Programs

Molnar, Maria D. P., Bureau of Administration

Walpole, Robert D., Intelligence and Research

Watzman, Sanford, Office of the Director General of the Foreign Service and Director of Personnel, Public Affairs

GS–3

Borum, Henrietta E., Passport Agency, Boston

Grant, Roslyn M., Passport Agency, Northeast Passport Processing Center

McCollum, Daniel C., Passport Agency, Stamford

Quintana, Nina, Passport Agency, Northeast Processing Center

Spadaccini, Elise T., Diplomatic Security

GS–4

Balthasar, Lucille A., Financial Operations

Barnes, Sherone D., Bureau of Personnel

Carter, Lisa C., Classification/Declassification Center

Cunningham, Jeannine L., Office of the Comptroller

Dobbs, Michael, Overseas Citizens Service

Ecker, Richard M., Financial Operations

Edwards, Leonard H., Financial Operations

Flynn, Keith F., Office of Supply, Transportation and Procurement

Johnson, Sarah L., Office of Fiscal Operations

Lofty, Tamiko E., International Organization Affairs

Shrobisz, Margott L., Office of Fiscal Operations

Williams, Clifton T., Financial Operations

Young, Tamara E., International Organization Affairs

GS–5

Abood, Diane L., European and Canadian Affairs

Barnes, Sylvia L., Bureau of Personnel, Office of Management

Chandler, Gregory A., Inter-American Affairs

Davis, Lisa T., Diplomatic Security

Davis, Monica A., Diplomatic Security

Dodds, Carol A., Diplomatic Security

Egbert, Melissa A., Intelligence and Research

Green, Gregory A., Financial Operations

Harley, Desmond D., International Organization Affairs

Hawkins, Gwendolyn, Foreign Affairs Data Processing Center

Jermany, Jeannette L., Passport Agency, San Francisco

Johnson, Ardelia, Office of Communications

Marsh, Rebecca K., Medical Services

Podeiko, Janet, Passport Agency, Boston

Prescott, Sylvia E., Office of the Comptroller

Rhodes, Walter, Bureau of Personnel, Employment Division

Smith, Harriet L., European and Canadian Affairs

Teufel, Hugo, Office of Supply, Transportation and Procurement

GS–6

Bailey, Jerlene, Office of Communications

Cannetti, Domenica M. G., Intelligence and Research

Corris, Virginia D., Intelligence and Research

Davids, Deborah L., Office of Supply, Transportation and Procurement

Eagar, Judith F., Legislative and Intergovernmental Affairs

Greene, Terry L., Financial Operations

Grimes, Jacques T., Executive Secretariat, Operations Center

Lupo, Hiroko, Financial Operations

Mitchell, Pamela L., Bureau of Personnel, Office of Management

Moten, Lorna T., Office of the Secretary

Moye, Rose A., Office of Supply, Transportation and Procurement

Munger, Lillian N., Economic and Business Affairs

Toberlin, Loretta A., Bureau of Personnel, Office of Civil Service Career Development and Assignments

Wilhelm, Deborah C., Bureau of Administration

GS–7

Anderson, Roger W., Financial Operations

Barnes, Linda, Passport Agency, Philadelphia

Cavallo, Ornella S., Public Affairs

Chick, Jeannie H., Inter-American Affairs

Colbert, Sharon E., Financial Operations

Cook, Richelle M., Office of the Under Secretary for Management

Davis, Georganna M., Politico-Military Affairs

Ford, Felicia C., Foreign Affairs Information Management Center

Fox, Vancella R., Executive Secretariat, Information Management Section

Gibbs, Christiane S., Diplomatic Security

Grimes, Anna M., Diplomatic Security

Gvozdas, Kathleen D., Office of Communications

Harrison, Diane, Office of Supply, Transportation and Procurement

Hester, Frances J., Diplomatic Security

Jackson Jr., Blaine C., Bureau of Personnel, Retirement Division

Johnson, Charlene M., Foreign Service Institute

Johnson, Sheila D., Foreign Affairs Data Processing Center

Kennedy, Loretta G., Office of Communications

Love, Carolyn A., Politico-Military Affairs

MacDonald, Christina M., Public Affairs

Morin, Marilyn J., Intelligence and Research

Peters, Sylvia F., European and Canadian Affairs

Peterson, Geraldine H., Bureau of Administration

Smith, Donnalyn, Refugee Programs

Tracy, Mary, Bureau of Personnel

Walker, Sandra J., Financial Operations

Williams, Lorraine, Refugee Programs

Womack, Ernestine, Foreign Affairs Information Management Center

GS–8

Blaha, Marian E., Office of the Assistaant Legal Adviser, Nuclear Affairs

Dixon, James, Foreign Affairs Data Processing Center

Mathews, Monie J., Office of Communications

Reed, Monica P., International Organization Affairs

Stanley, Cathy J., European and Canadian Affairs
Uhrich, Dorothy W., Office of Management Operations

GS–9
Davidson, Natalie M., Foreign Affairs Information Management Center
Faulk, Carole J., Office of the Under Secretary for Managment
Hartle, Robin L., Executive Secretariat
Koniuszkow, Elizabeth, Office of the Comptroller
Mickens, Henrietta D., Policy Planning Staff
Ruffin, Delois L., Foreign Affairs Information Management Center
Straub, Jacqueline A., Public Affairs

GS–10
Bladen Sr., Melvin D., Office of Communications
Earl Jr., Robert E., Office of Communications
Flournoy, Arthur W., Office of Communications
Jackson, Henry A., Office of Communications
Kulesza, Stephen G., Office of Communications
Smith, Ora B., Office of Policy Program and Review
Workman Jr., Clarence E., Office of Communications

GS–11
Billingsley, Julia A., Economic and Business Affairs
Hinson, William J., Financial Operations
Kuhn, Eleanore H., Economic and Business Affairs
Lewis, Vincent B., Office of Facilities Management and Administrative Services
Padilla, Joan D., Office of Facilities Management and Administrative Services
Wilkens, Katherine A., Intelligence and Research

GS–12
Balton, David A., Office of the Assistant Legal Adviser, International Claims
Burnham, Eliza, Bureau of Administration
Carothers, J. Thomas, Office of the Assistant Legal Adviser, Inter-American Affairs
Clarizio, Lynda M., Office of the Assistant Legal Adviser, African Affairs
Cunningham, Carolyn R., Bureau of Personnel, Employment Division
Harris, Robert K., Office of the Assistant Legal Adviser, Special Functional Problems
Jackson, Carol J., Financial Operations
Pollard, Nathaniel, Office of the Comptroller
Reynolds, Mary J., Office of the Legal Adviser, Office of the Executive Director
Stack, Nancy B., Information Systems Office
Wienckowski, Wanda H., Bureau of Personnel, Employment Division

GS–13
Kupfer, Linda E., Oceans and International Environmental and Scientific Affairs, Office of Cooperative Science and Technology Programs
Simon, Steven N., Politico-Military Affairs

GS–14
Airy-Eggertsen, Ann S., Office of Foreign Buildings
Neher, Susan E., Office of the Deputy Assistant Secretary for Information Systems
Retherford Jr., Robert M., Office of Foreign Buildings

WS–5
Duncan, Thomas E., Diplomatic Security □

Appointments

Aftandilian, Gregory L., Intellligence and Research
Arnold, Bruce G., Economic and Business Affairs
Babcock, Margaret L., Foreign Service Institute
Benson, Jeannette A., Office of Facilities Management and Administrative Services
Bishop, Robyn A., Bureau of Administration, Personnel Management Division
Black, Jackie R., Praia
Bleha, C. Thomas, Classification/ Declassification Center
Booth, Sherry L., European and Canadian Affairs
Bowden, Ellen E., Office of Fiscal Operations
Bowling, Michele J., International Organization Affairs
Boyd, David J., Information Systems Office, Systems Design and Programming Division
Brooke, Pamela A., Consular Affairs
Brown, Gladys J., Inter-American Affairs
Brown, Jacqueline, Diplomatic Security
Butler, Joseph T., Financial Operations
Byers, Mary, African Affairs
Cagan, Debra L., Intelligence and Research
Cole-Misch, Sara A., International Narcotics Matters
Crank, Lydia, Visa Services
Cromley, Laura L., Bureau of Administration, Personnel Management Division
De Annutis, Patricia K., Diplomatic Security
Dillon, Leo I., Intelligence and Research
Dunham, Keely S., Office of Fiscal Operations
Echeverria, Eloise, Inter-American Affairs
Einhorn, Robert J., Policy Planning Staff
Exum, Anita E., Refugee Programs
Fei, Rosemary E., Office of the Legal Adviser
Fisk, Daniel W., Inter-American Affairs
Fultz, Florence G., Passport Agency, Passport Field Coordination Staff
Glenn, Ella M., Executive Secretariat
Graham, David R., Office of Facilities Management and Administrative Services
Gugliotta, Carmelo, Office of Facilities Management and Administrative Services
Harmata, Adrian J., Intelligence and Research
Hartley, Douglas G., Classification/ Declassification Center
Hartung, Kenneth A., Classification/ Declassification Center
Hawkins, Ardenia R., East Asian and Pacific Affairs
Holly, Sean M., Classification/ Declassification Center
Howard, Norita E., Office of the Comptroller, Pre-Assignment Center
Hughes, Richard A., Foreign Service Institute
Hughes, Sherry A., Bureau of Personnel, Pre-Assignment Center
Jacobson, Roberta A., Intelligence and Research
Jakub, Michael A., Office of the Secretary
Johnson, Andrea M., Office of the Legal Adviser
Kay Jr., Andrew R., Classification/ Declassification Center
Keiter, Samuel C., Economic and Business Affairs
Kenchelian, Mark L., Office of the Legal Adviser
Kendall, Darlene J., Bureau of Personnel, Pre-Assignment Center
Keohane, Sarah E., Office of the Deputy Secretary
Kovar, Jeffrey D., Office of the Legal Adviser
Kuchno, Chester H., Office of Supply, Transportation and Procurement
Lawrence, David E., U.S. Mission to the United Nations
Lee, Cheryl T., Office of Communications
Lum, Linda L. C., Foreign Service Institute
McCullen Sr., Larry W., Bureau of Personnel, Employment Division
McDermott, Dennis M., Bissau
McMillin, Ellen K., Melbourne
McPhail, Donald L., Office of Communications
McSweegan, Edward, Oceans and International Environmental and Scientific

Affairs
Mercer Jr., Daniel R., Paris
Mobley, Willie J., Office of Facilities Management and Administrative Services
Moen, Harlan G., Classification/ Declassification Center
Moore, Belinda I., Office of the Under Secretary for Management
Moton, Evelyn A., Office of Facilities Management and Administrative Services
Mueller, Patricia M., Santo Domingo
Mullican, Denise V., Intelligence and Research
Noto, John L., U.S. Mission to the United Nations
O'Loughlin, Neal, Public Affairs
Osborne, Jannie M., Politico-Military Affairs
Pimenov, Ninel Z., Foreign Service Institute
Proctor, Pamela C., European and Canadian Affairs
Randolph, Robert I., Classification/ Declassification Center
Ratner, Steven R., Office of the Legal Adviser
Richter Jr., Walter, Bureau of Personnel, Pre-Assignment Center
Rowan, Kathleen A., Diplomatic Security
Russell, Mary J., African Affairs
Sablik, Mirek, Foreign Service Institute
Scott, Teresa D., Foreign Affairs Data Processing Center
Seay, Ricky E., London
Smith, Anetha P., Diplomatic Security
Sommerfeld, Dennis A., Foreign Service Institute
Spat, Temy T., Cairo
Stalpers, Judith, Foreign Service Institute
Strand, Robert R., Classification/ Declassification Center
Strom, Sandra L., Stuttgart
Thomas, Veronica M., Office of Communications
Trang, Truman, Visa Services
Valentine, Victoria N., Office of the Assistant Legal Adviser, Economic and Business Affairs
Wackerman, Charles S., Bureau of Personnel, Office of Management
Walker, Howard L., Office of the Comptroller, Pre-Assignment Center
Wallace, William O., Office of Equal Employment Opportunity and Civil Rights
West, Walter G., Inter-American Affairs
Williams, Ernestine, Diplomatic Security
Winner, Andrew C., Politico-Military Affairs
Woolfley, H. L. Dufour, Classification/ Declassification Center
Wormley, Johnetta I., Near Eastern and South Asian Affairs
Wythe, Evelyn A., African Affairs □

Reassignments

Adams, Barbara A., Office of the Under Secretary for Management to Office of Protocol
Balakit, Florencia D., Office of Supply, Transportation and Procurement, Purchasing Branch to Office of Supply, Transportation and Procurement, Contract Branch
Boudreau, Paul E., Foreign Affairs Information Management Center to Executive Secretariat
Brawner, Barbara D., Visa Services to International Organization Affairs
Brown, Carol A., Intelligence and Research to Bureau of Personnel, Office of Civil Service Career Development and Assignments
Burr, Jeannette M., Inter-American Affairs to Office of Management Operations
Cavallaro, Marie E., U.S. Mission to the United Nations, Personnel Section to U.S. Mission to the United Nations, Budget and Fiscal Section
Coleman, Ellen A., Diplomatic Security, Case Control and Processing Branch to Diplomatic Security, Applicant Branch
Cook, Richelle M., Office of the Comptroller to Office of Foreign Buildings
Curry, Michael R., Bureau of Administration to Executive Secretariat, Operations Center
Dious Jr., Robert A., Bureau of Personnel, Office of Management, Records Management, Regulations, and Research Division to Bureau of Personnel, Office of Performance Evaluation
Duncan, Darryl M., Bureau of Personnel, Pre-Assignment Center to Politico-Military Affairs
Duncan, Evan M., Public Affairs, Office of the Historian to Public Affairs, Policy Studies Division
Duncan, Thomas E., Office of Communications to Bureau of Administration, Personnel Management Division
Gerakas, Evans, Public Affairs, Office of the Historian to Public Affairs, Operations Staff
Hanson, Christine, International Narcotics Matters to Information Systems Office
Harrington Jr., John M., Foreign Service Institute to Inter-American Affairs
Harrison, Dawn D., Overseas Citizen Services to Diplomatic Security
Hatchimonji, Ruth M., Bureau of Administration, Personnel Management Division to Office of Communications
Henderson, Lee, Inter-American Affairs to Diplomatic Security
Hertzberg, David A., Office of Management Operations to Intelligence and Research
Hostie, John F., Intelligence and Research, Division for Southern Europe to Intelligence and Research, Division for Northern and Central Europe
Hunter, Douglas R., Refugee Programs, Office of Reception and Placement to Refugee Programs, Office of Policy and Program Coordination
Hunter, Sharon, Office of Fiscal Operations to Office of Communications
Johnson, Virginia L., Inter-American Affairs to Office of Protocol
Kelly, Jane D., European and Canadian Affairs, Office of Executive Director to European and Canadian Affairs, Office of Security and Political Affairs
Loines, Dean M., Office of Communications to Foreign Affairs Data Processing Center
Mangum, Trilla W., Politico-Military Affairs to Office of the Assistant Legal Adviser, Oceans, Environment and Scientific Affairs
Markin, Darrel S., European and Canadian Affairs, Office of Soviet Union Affairs to European and Canadian Affairs, Office of Central Europe
McCarron, Bernadette M., Geneva Negotiation Team to U.S. Delegation Conference on Security and Cooperation in Europe
McCloughan, Peggy G., Economic and Business Affairs to Intelligence and Research
McKee, Kendra L., Diplomatic Security to Bureau of Administration
Miller, Alexandra G., Office of Protocol to Office of the Secretary
Monroe, Frederick F., Intelligence and Research, Arms and Technology Division to Intelligence and Research, Office of Politico-Military Analysis
Nodzon, Robert J., Information Systems Office, Systems Design and Programming Division to Bureau of Administration
Purcell Jr., James N., Refugee

Programs to Office of the Director General of the Foreign Service and Director of Personnel

Roberts Jr., Kenneth E., Intelligence and Research, Long Range Assessments Staff to Intelligence and Research, Commissioned Research Division

Rojas, Anita L., Bureau of Personnel, Office of Civil Service Career Development and Assignments to Office of Supply, Transportation and Procurement

Rudd, Cheryl L., Bureau of International Communications and Information Policy to Economic and Business Affairs, Office of the Executive Director

Rudd, Neil C., Foreign Affairs Information Management Center to Bureau of Administration

Sanford Jr., William F., Public Affairs, Associate Historian for Western Hemisphere and Europe to Public Affairs, Operations Staff

Schwartz, Runa M., Foreign Service Institute to Intelligence and Research

Scott, Charles H., Office of Communications, Interagency Affairs Staff to Office of Communications, Office of Resource Management

Thompson, Kristin D., Foreign Service Institute to Bureau of Personnel, Office of Civil Service Career Development and Assignments

Tolbert, Colette N., Inter-American Affairs to Politico-Military Affairs

Walkin, Karolina, Near Eastern and South Asian Affairs to Executive Secretariat, Operations Center

Weatherspoon, Kenneth R., Passport Agency, Northeast Passport Processing Center to Passport Agency, New York

Wells, Sherrill B., Public Affairs, Associate Historian for Western Hemishpere and Europe to Public Affairs, Operations Staff

Wilkens, Katherine A., Bureau of Personnel to Intelligence and Research

Williams, Paula A., Diplomatic Security to Medical Services

Wolf, Carole A., Office of the Secretary to East Asian and Pacific Affairs

Woronka, Theodore, Office of the Under Secretary for Management to Office of the Comptroller □

Resignations

Andrews, Nicholas G., Classifiction/ Declassification Center

Beach, Dana E., Passport Agency, Passport Field Coordination Staff

Binswanger, Monique A., Foreign Service Institute

Bloxton, Trina K., East Asian and Pacific Affairs

Booth, Karen N., Overseas Citizens Service

Brewin, Roger C., Classification/ Declassification Center

Britton, Charlston, Passport Agency, New Orleans

Cantrell, Timothy C., Foreign Affairs Information Management Center

Coleman, Brenda L., Foreign Affairs Information Management Center

Cook, Raphael L., Foreign Affairs Information Management Center

Curtis, Pamela R., Diplomatic Security

Daniels, Janet T., Office of Supply, Transportation and Procurement

Dean, Joan M., Intelligence and Research

Douglas, Gisele T., Passport Agency, Miami

Dyson, Renette N., Passport Agency, New Orleans

Encarnacion, Omar G., Bureau of Personnel, Office of Management

Evon, Pamela R., Foreign Affairs Information Management Center

Fletcher, Laverne, Office of the Under Secretary for Security Assistance, Science and Technology

Funk, Martha A., Refugee Programs

Galatz, Karen M., Office of the Secretary

Galvan, Maria D. C., Bureau of Personnel, Office of Management

Gazzara, Margaret R., Passport Agency, Boston

Gibbs, Dreana D., Passport Agency, New York

Gibson, Charlene, Passport Agency, Passport Field Coordination Staff

Grant, Jay R., Office of Supply, Transportation and Procurement

Hall, Jonathan E., Foreign Affairs Information Management Center

Hansen, Glenda M., Melbourne

Harris, Ivy L., U.S. Mission to the United Nations

Hendricks, Cassandra O., Passport Agency, Chicago

Hester, Jennifer M., Passport Agency, New York

Johnson, Erika L., Foreign Affairs Information Management Center

Jose, Robert W., Consular Affairs

Kalb, Bernard, Public Affairs

Killette, Lisa M., Bureau of Personnel, Office of Foreign Service Nationals

King, John F., Classification/ Declassification Center

Kochanski, Kimberly A., Office of Supply, Transportation and Procurement

Lamb, Leroy, Office of Supply, Transportation and Procurement

Legg, Frances B., Legislative and Intergovernmental Affairs

Mattson, Laurel V., Office of Supply, Transportation and Procurement

McCraw, Paul J., Overseas Citizen Services

McDonald, John K., Office of Supply, Transportation and Procurement

Mills, Michael L., Office of Communications

Mills, Vanessa M., Office of Supply, Transportation and Procurement

Milne, Kathleen B., Office of the Secretary

Moore, Holly T., Bureau of International Communications and Information Policy

Nowak-Dalsimer, Marilyn, Diplomatic Security

Pancheco, Eugenia, Office of Supply, Transportation and Procurement

Pearl, Alan, Passport Agency, Northeast Passport Processing Center

Rallo, James, Office of Supply, Transportation and Procurement

Rallo, Robert F., Office of Supply, Transportation and Procurement

Reed, Crystal A., Office of Fiscal Operations

Relph Jr., James F., Classification/Declassification Center

Rollins, Robert S., Office of Supply, Transportation and Procurement

Rush, Pamela S., Visa Services

Ryding, Karin C., Foreign Service Institute

Santos, Vincent D., Passport Agency, Northeast Passport Processing Center

Sasser, Bruce K., Refugee Programs

Smith, Mattie D., Foreign Affairs Information Management Center

Smith, Suzanne B., Bureau of Personnel

Spence, Joy D., Bureau of Personnel, Office of Foreign Service Career Development and Assignments

Spicer, Ross P., Office of Supply, Transportation and Procurement

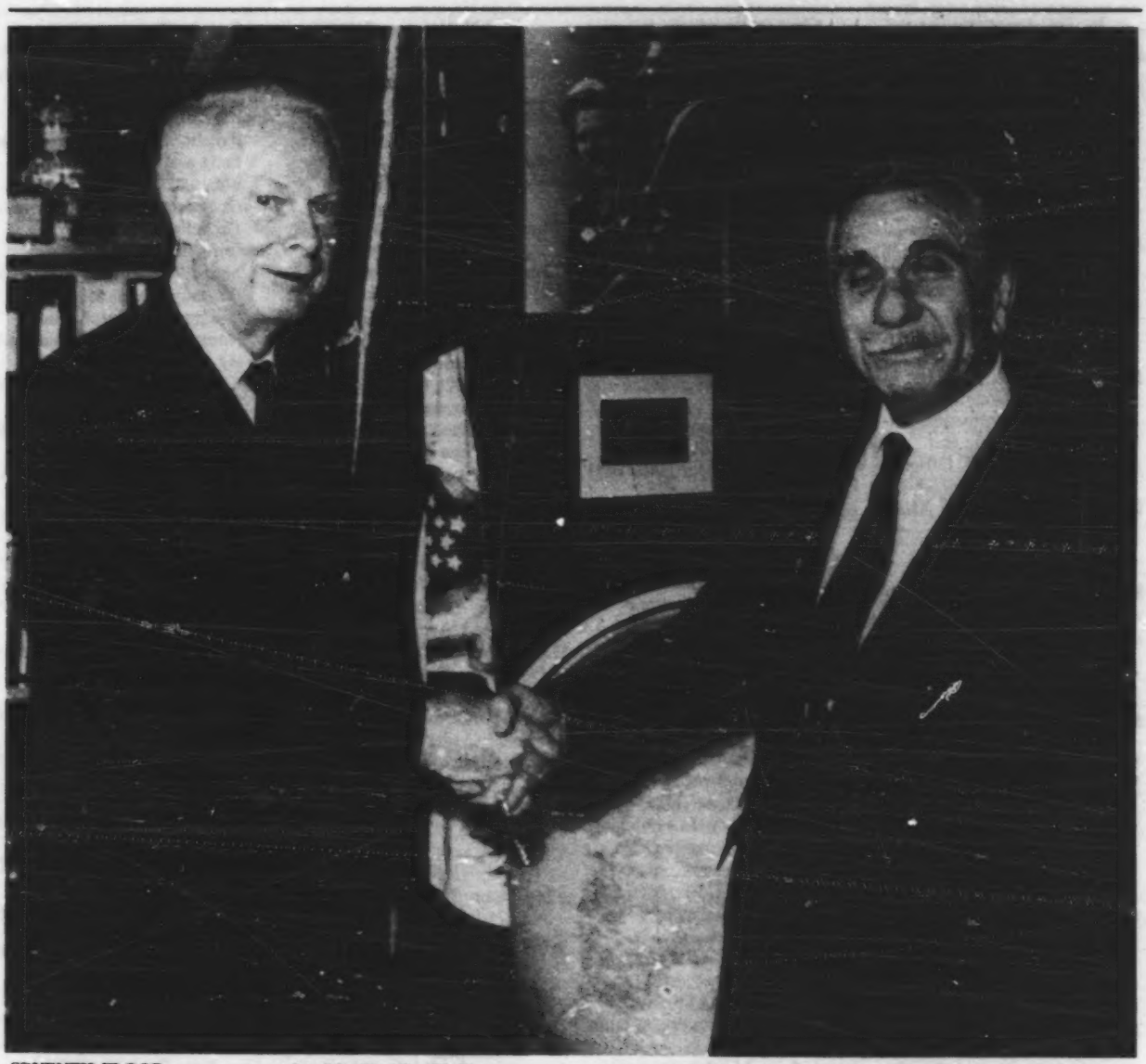
Squire, Christopher A., Classification/ Declassification Center

Stofferahn, James E., Politico-Military Affairs

Stubblefield, Faylenn H., Passport Agency, Houston

Thibault, Suzanne E., Foreign Affairs Information Management Center

Thomas, Theresa N., Passport



SEVENTH FLOOR— Chauffer *Dragon (Charley Djurdjevic,* right, is congratulated by *W. Allen Wallis,* under secretary for economic affairs, on receiving a $630 cash award for his performance. *(Photo by Walter J. Booze)*

Agency, Automated Records Branch

Tillman Jr., William H., Bureau of Personnel, Pre-Assignment Center

Tolson, Kristin A., Bureau of Administration

Turner, Joyce M., Passport Agency, San Francisco

Warnecki, Mark C., Office of Supply, Transportation and Procurement

Weaver, John W., Foreign Affairs Information Management Center

Winter, Kevin C., Passport Agency, Boston

Wilson, Joseph H., Foreign Affairs Information Management Center

Wolfe, Frank J., Passport Agency, Manual Records Branch

Wonder, Edward F., Office of the Secretary □

Retirements

Griffin, Jean M., Passport Agency, Miami

Kasrai, Joyce A., Office of Management Operations

Sarris, Louis G., Intelligence and Research

Shlanta, Willow D., Foreign Service Institute

Watkins, William O., Financial Operations

Wootton, Herbert A., U.S. Mission to the United Nations ■

Personnel: Foreign Service

Appointments

Adams, Charles H., Bureau of Personnel, Pre-Assignment Specialist Training
Adams, Philip B., Intelligence and Research
Andrews, Marie E., Sofia
Barnard, Thomas A., Bureau of Personnel, Pre-Assignment Specialist Training
Baskey, Jocelyn, Cairo
Beardsley, Mary A., Jeddah
Becker, Priscilla, C., Ottawa
Benevento, Frank C., Bureau of Personnel, Pre-Assignment Specialist Training
Beroud, Marc A., Bureau of Personnel, Pre-Assignment Specialist Training
Bohnet, Anne V., Dhahran
Boulware, Nora J., Ouagadougou
Bower, Joan I., Bureau of Personnel, Pre-Assignment Specialist Training
Bowers, Leroy M., Bureau of Personnel, Pre-Assignment Specialist Training
Brown, Bonnie L., Johannesburg
Brown, Phillip C., Bureau of Personnel, Pre-Assignment Specialist Training
Calder, Christine, Cairo
Callahan, Jackie L., Quito
Carlson, Jennifer W., Kathmandu
Carmack, Maryann S., Lagos
Caton, Peter L., Bureau of Personnel, Pre-Assignment Specialist Training
Caudill, Janice L., Warsaw
Christiano, Francis J., Bureau of Personnel, Pre-Assignment Specialist Training
Cloud, Mary E., Warsaw
Cole, Karin G., Vienna
Corcoran, Lynda I. H., Jakarta
Crawford, Nace B., Bureau of Personnel, Pre-Assignment Specialist Training
Croteau, Angelika U., London
Curtis, Francine, Bureau of Personnel, Pre-Assignment Specialist Training
D'Angelo, Vanda, London
Daspit, Dana, Harare
Davis, Anita C., Warsaw
Denman, Hien N., Jakarta
Deutsch, Christine S., Paris
Dickmeyer, Heather B., Sao Paulo
DiGiovanni, Mark J., Bureau of Personnel, Pre-Assignment Specialist Training
Dooley, Matthew J., Bureau of Personnel, Pre-Assignment Specialist Training
Doss, Nancy J., Frankfurt
Downward, John H., Bureau of Personnel, Pre-Assignment Specialist Training
Duke, Chantal S., Santiago
Duncan, Terri L., Bureau of Personnel, Pre-Assignment Specialist Training
Durnell, Kevin W., Bureau of Personnel, Pre-Assignment Specialist Training
Eisler, Mary K., Manila
Elbert, Coleen A., Ankara
Eustis, Mitsuko, Lome
Fassberger, Karen E., Bureau of Personnel, Pre-Assignment Specialist Training
Ford, Janelle M., Mogadishu
Fortney, Edward E., Bureau of Personnel, Pre-Assignment Specialist Training
Fournier, Raymond J., Bureau of Personnel, Pre-Assignment Specialist Training
Frazee, Aileen, Monrovia
Freeman, Patrick T., Bureau of Personnel, Pre-Assignment Specialist Training
French, Michael D., Bureau of Personnel, Pre-Assignment Specialist Training
Fuerlinger, E. Harriet D., Ottawa
Furtado, Keiko, Monrovia
Gaines, George D., Bureau of Personnel, Pre-Assignment Specialist Training
Garcia, Marc A., Bureau of Personnel, Pre-Assignment Specialist Training
Gerth, Gabrielle E., Warsaw
Giddings, Stephanie L., Nairobi
Golden, Dovie L., Lome
Gordon, Tamra E., Maseru
Graham, Shelly D., Bureau of Personnel, Pre-Assignment Specialist Training
Greenfield, Philis O., Dhaka
Gross, Carol, Cairo
Guido-O'Grady, Deborah L., Madras
Gullion, W. Guthrie, Ottawa
Hahn, Jo Ross, Asuncion
Hall, Mei Lian M., Abidjan
Hargraves, Peter S., Bureau of Personnel, Pre-Assignment Specialist Training
Hatcher, Mindy F., Ciudad Juarez
Hayes, Susan M., Cairo
Haynes, Noel S., Bureau of Personnel, Pre-Assignment Specialist Training
Hedges, Luella M., Abidjan
High, Judith S., Bucharest
Hobgood, Betty V., Bangui
Hornblow, Caroline B., Krakow
Hughs, Mary C., Bureau of Personnel, Pre-Assignment Specialist Training
Humes, Patrick D., Bureau of Personnel, Pre-Assignment Specialist Training
Isaac, Paul C., Bureau of Personnel, Pre-Assignment Specialist Training
Jackson, Valerie R., Bureau of Personnel, Pre-Assignment Specialist Training
Jarrell, Vera L., Cairo
Johnson, Carol A., Mbabane
Jones, Christa M., Vienna
Joria, Victoria L., Warsaw
Joyner, Roger S., Bureau of Personnel, Pre-Assignment Specialist Training
Karney, Janice E., London
Kauffman, John M., Dar es Salaam
Kellinger, Mark A., Bureau of Personnel, Pre-Assignment Specialist Training
Kelly, Wynetta M., Bureau of Personnel, Pre-Assignment Specialist Training
Kelsey, Vera M., Singapore
Kist, Tamara P., Brussels
Kuhlman, Kay R., Brussels
La Sor, Carol A., Bangui
Lackmann, Margareta E., Vienna
Lampkins, Maria C., Mogadishu
Lanier, Jackie B., Nairobi
Leahey, John G., Bureau of Personnel, Pre-Assignment Specialist Training
Lee, Doyle R., Bureau of Personnel, Pre-Assignment Specialist Training
Lessard, Rene J., Paris
Likomski, Maria O., Sanaa
Litschauer, Virginia L., Yaounde
Lizzi, Bruce J., Bureau of Personnel, Pre-Assignment Specialist Training
Lord, Christopher D., Bureau of Personnel, Pre-Assignment Specialist Training
Lyman, Princeton, Lagos
Lynch, Bradley C., Bureau of Personnel, Pre-Assignment Specialist Training
Mack, Bettie F., Paris
Mahn, Patricia, Monrovia
Maholchic, Lee H., Paris
Marrs Jr., Reese E., Bureau of Personnel, Pre-Assignment Specialist Training
Mastriano, Wayne T., Bureau of Personnel, Pre-Assignment Specialist Training
Mather, John C., Hong Kong
Matthews, Alice F., Nairobi
McGhee, Patrick D., Bureau of Personnel, Pre-Assignment Specialist Training
McAleer, Brenda M., Oslo
McFadyen, Linda P., Bangkok
McInturff, Richard L., Bureau of Personnel, Pre-Assignment Specialist Training
McLaughlin, Janice, Cairo
McMindes, Florence E., St. Johns
Meade, Frances M., Riyadh
Mendez, Robert, Bureau of Personnel, Pre-Assignment Specialist Training
Mertz, Mary M., Bureau of Personnel, Pre-Assignment Specialist Training
Meszaros, Michael, Bureau of Personnel, Pre-Assignment Specialist Training
Metz, Janet Z., Bureau of Personnel, Pre-Assignment Specialist Training

Michaud, Patricia S., Bonn
Mike, Antoinette, Monrovia
Miller, Rebecca G., Yaounde
Moats, Nancy A., Monrovia
Monk, Rose M., Nassau
Moorhouse, Micheline, Paris
Moreno, Edgar P., Bureau of Personnel, Pre-Assignment Specialist Training
Moretti, John S., Bureau of Personnel, Pre-Assignment Specialist Training
Myers, Jon R., Bureau of Personnel, Pre-Assignment Specialist Training
Neher, Daniel E., Bureau of Personnel, Pre-Assignment Specialist Training
Nicholson, Claudia D., Manila
Norrell, Yolanda, Bureau of Personnel, Pre-Assignment Specialist Training
Nubourn, Solomon, Lagos
O'Donahue, Ellen, Guangzhou
Ochab, Debra L., Sofia
Parker, Ingegerd S. M., Bonn
Parkinson, Donna C., Rome
Pasco, Purificacion S., Havana
Paul, Christopher J., Bureau of Personnel, Pre-Assignment Specialist Training
Perdue, Christine R., Quito
Peterson, Carla, Cairo
Peterson, Maria G., Tegucigalpa
Piazzi, Paula, Bureau of Personnel, Pre-Assignment Specialist Training
Plymale, Sandra G., Mogadishu
Poche, Diane F., Bureau of Personnel, Pre-Assignment Specialist Training
Profant, Alene M., Bureau of Personnel, Pre-Assignment Specialist Training
Puzio, Alan G., Bureau of Personnel, Pre-Assignment Specialist Training
Quiram, Douglas P., Bureau of Personnel, Pre-Assignment Specialist Training
Rasari, Viliame, Paris
Rawson, Sandra M., Mogadishu
Ray, Myouk W., Shenyang
Remington, Charles D., Bureau of Personnel, Pre-Assignment Specialist Training
Riley, Timothy J., Bureau of Personnel, Pre-Assignment Specialist Training
Rogers, Rebecca L., Hamilton
Rooney, John F., Bureau of Personnel, Pre-Assignment Specialist Training
Root, John J., Bureau of Personnel, Pre-Assignment Specialist Training
Russell, Wanda J., Sofia
Schlaikjer, Imoi L., Guangzhou
Smith, Barbara J., New Delhi
St. Onge, Christopher, Bureau of Personnel, Pre-Assignment Specialist Training
Swanson, Suzanne, Manila
Swinehart, Keith A., Bureau of Personnel, Pre-Assignment Specialist Training
Szczesniak, Walter M., Bureau of Personnel, Pre-Assignment Specialist Training
Taylor, John C., Bureau of Personnel, Pre-Assignment Specialist Training
Thein, Barry S., Bureau of Personnel, Pre-Assignment Specialist Training
Thomas, Jeffrey A., Bureau of Personnel, Pre-Assignment Specialist Training
Thomas, Scott R., Bureau of Personnel, Pre-Assignment Specialist Training
Tisland, Connie, Bureau of Personnel, Pre-Assignment Specialist Training
Trudeau, Maria C., Buenos Aires
Tucker, Ellen D., Brazzaville
Tynes, Elvira N., Antananarivo
Tyson, Sydnee L., Managua
Urbanski, Sandra K., Vienna
Valle, Michael F., Bureau of Personnel, Pre-Assignment Specialist Training
Van Ommen, Delores A., Cairo
Van Treeck, Douglas G., Intelligence and Research
Vancio, William J., Bureau of Personnel, Pre-Assignment Specialist Training
Viscal, Jorge, Bureau of Personnel, Pre-Assignment Specialist Training
Warner, Rita M., Bujumbura
Weaver, Judith A., Bureau of Personnel, Pre-Assignment Specialist Training
Weber, Jane B., Bureau of Personnel, Pre-Assignment Specialist Training
White, William, Monrovia
Wiederhold Jr., Dennis G., Jakarta
Wigle, Marilyn C., Bureau of Personnel, Pre-Assignment Specialist Training
Wilder, Shirley, Cairo
Wilson, Donna L., Santo Domingo
Wisecarver Jr., Charles D., Jakarta
Wright, Narma A., Chiang Mai
Wyatt, Mercedes A., Tegucigalpa
Yip, Sau Ching, Tijuana
Yoon Choi, John, Dar es Salaam
Young, Michael L., Bureau of Personnel, Pre-Assignment Specialist Training
Zamora, Susan G., Bamako
Zvinakis, Ann T., Colombo □

Transfers

Allsbury, Thomas C., Foreign Service Institute to Diplomatic Security
Andrews, Mary E., European and Canadian Affairs to International Organization Affairs
Anto, Phillip L., Honduras to Economic and Business Affairs
Avizienis, Algis, Austria to Intelligence and Research
Barnes, Shirley E., Egypt to Dakar
Barreyro, Hector P., Thailand to Kingston
Bauer, Kevin W., Lebanon to Rio de Janeiro
Beckner, Michael W., Diplomatic Security, Counterintelligence Staff to Diplomatic Security, Residential Security Division
Belgard, Leonard H., Switzerland to European and Canadian Affairs
Bennett, John D., Chad to Lubumbashi
Bessey, Karen G., Abidjan to Office of Communications
Betts Jr., Lucelous, Kuwait to Lagos
Blanchard, Philip C., Office of Communications to Bureau of Administration
Blystone, James J., Diplomatic Security to Near Eastern and South Asian Affairs
Bodde Jr., William, Germany to European and Canadian Affairs
Bogdan, Kenneth R., Malawi to African Affairs
Boissonnault, Donald B., Syria to Berlin
Bolinski, Joseph J., Near Eastern and South Asian Affairs to Medical Services
Bollmann, Elizabeth B., Economic and Business Affairs, Developing Countries and Trade Organization Division to Economic and Business Affairs, Office of East-West Trade
Border, Philip A., Chile to San Jose
Botts, Eric C., Dominican Republic to Seoul
Bradford, Jean D., Ghana to Jeddah
Bradshaw, Alvin R., Togo to Panama
Brainard, Alfred P., Switzerland to European and Canadian Affairs
Brown, Claudia A., Office of Supply, Transportation and Procurement, Traffic Management Branch to Office of Supply, Transportation and Procurement, Management Support Branch
Brown, Herbert R., Mexico to Bamako
Brown, William C., Office of Communications to Bonn
Browne, Edward S., Singapore to Beijing
Browne, Lilia L., Singapore to Beijing
Brumbaugh, Paula J., El Salvador to Jerusalem
Bruno, James L., Thailand to Office of Management Operations
Buchanan, Glen K., Haiti to Office of Communications
Burchyns, Stephen P., United

Arab Republic to Diplomatic Security

Callahan, James P., Consular Affairs to Inter-American Affairs

Camp, George H., United Kingdom to Office of Communications

Carpenter Jr., Harlow J., China to Medical Services

Carver, Margaret A., Swaziland to African Affairs

Castelli, Jeffrey W., India to Bombay

Cavanaugh, Carey E., Germany to European and Canadian Affairs

Cerra, Ronald L., Spain to European and Canadian Affairs

Chambers, Robert G., Brazil to Beijing

Chard, Kenneth W., Foreign Service Institute, University Training to Office of the Secretary

Cheng, Mark D., Hong Kong to East Asian and Pacific Affairs

Chicola, Phillip T., Guatemala to Intelligence and Research

Cleveland, Donald R., Papua New Guinea to Inter-American Affairs

Coffey, Steven J., Politico-Military Affairs to Office of Under Secretary for Political Affairs

Coffman, Robert W., Somalia to Seoul

Colvin, Margaret E., Foreign Service Institute to International Organization Affairs

Comiskey, Thomas J., Diplomatic Security, New York Field Office to Vatican

Corcoran, Patricia W., Honduras to National Security Council Staff

Couey, Gary, Economic and Business Affairs to Rangoon

Coviello, Cheryl, Foreign Service Institue, Language Training to Montevideo

Cox, Lynne R., The Gambia to African Affairs

Craig, John B., Bureau of Personnel to Near Eastern and South Asian Affairs

Dattel, Marion A., Austria to Kuala Lumpur

Davis, Stephanie F., African Affairs to Foreign Service Institute, Language Training

Dawkins, Stephen P., Haiti to Inter-American Affairs

Dayer, Bernard W., Romania to Office of Communications

DeBlanc, Michael G., Philippines to East Asian and Pacific Affairs

Delaney, Thomas P., Costa Rica to Office of Communications

Dell, Christopher W., Politico-Military Affairs to European and Canadian Affairs

Dietrich, Margaret L., Saudi Arabia to Bonn

Dionne, Gary A., Liberia to Dakar

Dougherty Jr., Bernard J., Diplomatic Security, Investigations Division to Beirut

Edmondson, Robert D., Kenya to Office of Communications

Eifert, John R., Diplomatic Security, Deputy Assisant Secretary for Operations to Diplomatic Security, Office for Diplomatic Courier Service

Elsea, Sharon L., European and Canadian Affairs to Antananarivo

Englehart, Phyllis J., United Kingdom to Mombasa

Esquivel, Frank C., Portugal to Maputo

Farler, Rex A., Morocco to Medical Services

Feely, Billy D., Thailand to Moscow

Fergin, Judith R., Liberia to African Affairs

Fields, Odie N., Colombia to Tijuana

Flaten, Robert A., Israel to Foreign Service Institute

Fleming, Carla M., Spain to Office of Communications

Franco, Judith A., Israel to Lisbon

French, Carl L., Brazil to Office of Communications

Gallagher, Michael J., Nepal to Bonn

Gannon, Matthew K., Syria to Near Eastern and South Asian Affairs

Gerlach, Bryce M., Near Eastern and South Asian Affairs to Office of Foreign Buildings

Gieseke, John M., Sierra Leone to African Affairs

Goff, Ralph F., European and Canadian Affairs to Moscow

Gradasoff, Lana I., European and Canadian Affairs to Paris

Graham, Hilton L., Brazil to Accra

Grasty, Kenneth J., Mexico to Consular Affairs

Greeley, Helen M., Mexico to Georgetown

Greenfield, Lafayette M., Nigeria to Banjul

Gregory, Thomas L., South Africa to Kinshasa

Grierson, John R., Bahrain to Near Eastern and South Asian Affairs

Griffin, George G. B., Department of Commerce to Foreign Service Institute

Griffin, William J., Diplomatic Security, Washington Field Office to Diplomatic Security, Secretary's Detail Division

Grossman, Marc I., Near Eastern and South Asian Affairs to Office of the Deputy Secretary

Gurvin, George E., South Africa to Cairo

Hafer, Robert L., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security, Training Center

Hafner, Charles L., Australia to Rangoon

Haigh, Patricia A., Economic and Business Affairs to Inter-American Affairs

Hanisch, Gerald L., Uganda to Mbabane

Harris, Mark S., Greece to Kaduna

Hartwick, Douglas A., Foreign Service Institute, University Training to New Delhi

Harwood, Douglas J., Foreign Service Institute, Language Training to Mexico

Heavey, Kim C., Diplomatic Security, Washington Field Office to Diplomatic Security, Secretary's Detail Division

Hebert, Louis C., East Asian and Pacific Affairs to European and Canadian Affairs

Henderson, Alfred R., China to Medical Services

Henifin, David E., Mexico to Inter-American Affairs

Hoepfl, Craig A., Yugoslavia to European and Canadian Affairs

Hoh, Christopher J., Peru to International Organization Affairs

Holmes, Linda M., Chile to Dhaka

Holtzapple, Larry A., Zaire to African Affairs

Homme, Robert O., European and Canadian Affairs, European Community and Atlantic Political-Economic Affairs to European and Canadian Affairs, Office of Canadian Affairs

Honnold, Michael J., Thailand to Economic and Business Affairs

Hubac, Lydia M., European and Canadian Affairs to Rome

Hull, Edmund J., Egypt to London

Hurley, Paul F., Paraguay to Madrid

Hurwitz, Edward, Afghanistan to Leningrad

Ingram, Michael F., Togo to Office of Communications

James, Eric K., Singapore to East Asian and Pacific Affairs

Jensen, Jon C., Turkey to Bangkok

Johns, Bernard, Bureau of Personnel to Politico-Military Affairs

Johnson, Guy C., Japan to Mexico

Johnson, John R., Bureau of Personnel, Pre-Assignment Specialist Training to Office of Fiscal Operations

Johnson, Lois L., Philippines to Nairobi

Jones Jr., Harlowe E., United

Kingdom to Office of Communications

Jones, Janice L., Ireland to Georgetown

Junior, Lewis D., Netherlands to European and Canadian Affairs

Kane, John V., Diplomatic Security, Washington Field Office to Diplomatic Security, Secretary's Detail Division

Karis, Nancy M., Sierra Leone to Office of Communications

Karnap, Karla D., Liberia to African Affairs

Katsoulos, Athena, European and Canadian Affairs to Paris

Katz, David J., Iceland to Kabul

Kemp, David I., Jamaica to Bureau of International Communications and Information Policy

Kenney, Kristie A., European and Canadian Affairs to Buenos Aires

Kienzle, Don R., Israel to Near Eastern and South Asian Affairs

Kincade, David H., Canada to Office of Communications

King, Maria-Jesus, Spain to Family Liaison Office

Kircher, Robert J., Cyprus to Managua

Kompa, Marianne, European and Canadian Affairs, Office of the Executive Director to European and Canadian Affairs, Office of Canadian Affairs

Koza, Josef J., Japan to East Asian and Pacific Affairs

Kressler, Bruce E., Japan to East Asian and Pacific Affairs

Kroll, Hilda C., Portugal to Beijing

Kubiske, Lisa J., Executive Secretariat, Operations Center to Secretariat Staff

Kuhn, William S., Junior Officer Corps to Antananarivo

Kuligowski, Michael N., Nigeria to Seoul

Labastida-Jeffrey, Beatrice, Nepal to Moscow

Lang, Sara D., Burkina Faso to African Affairs

Larkin, Lynne A., Foreign Service Institute, Language Training to Prague

Leiker, Martha E., Cameroon to African Affairs

Lemb, Margery, European and Canadian Affairs, Western Europe to Foreign Service Institute, Language Training

Lev, Reuben, International Organization Affairs to Office of the Director General of the Foreign Service and Director of Personnel

Lewis, James A., Nicaragua to National Security Council Staff

Lima Jr., Vincent C., Office of Communications to Pretoria

Lindsey, Kevin A., Near Eastern and South Asian Affairs to Baghdad

Lino, Marisa R., Foreign Service Institute, Language Training to Damascus

Long, Patrick B., Pakistan to Office of Communications

Lonnquest, David T., Morocco to New Delhi

Lonnquist, Gary M., Moscow to European and Canadian Affairs

Luftman, Eric W., Guyana to Tel Aviv

Lundy, Walter A., Bureau of Personnel, Office of Foreign Service Career Development and Assignments to African Affairs

Macabio, Nemesia J., Peru to Manila

Maher, William J., Guatemala to Riyadh

Malac, Deborah R., Foreign Service Institute, Language Training to Bangkok

Malott, John R., Office of Under Secretary for Economic Affairs to Osaka-Kobe

Marsden Jr., Willard E., Diplomatic Security to Athens

Maslanka, Eilleen T., Austria to Oslo

McCall, Megen M., European and Canadian Affairs to Foreign Service Institute, Language Training

McCullough, John P., France to European and Canadian Affairs

McCumber Jr., Murrell C., Germany to Sanaa

Mertz, William J., European and Canadian Affairs to Foreign Service Institute, Language Training

Milburn, Edward M., Guyana to Genoa

Mills Jr., William B., Fiji to Bureau of Personnel, Office of Foreign Service Career Development and Assignments

Montrowl, Gary, European and Canadian Affairs to Foreign Service Institute, Language Training

Moore, Charles G., Poland to Islamabad

Morrison, Langdon G., Soviet Union to European and Canadian Affairs

Mosley, Fanny S., African Affairs to Office of the Secretary

Moyer, Larry D., Qatar to Office of Communications

Mull, Stephen D., Poland to Pretoria

Murphy, Thomas F., Turkey to Port-au-Prince

Natirboff, Murat, Soviet Union to European and Canadian Affairs

Natoli, Jolene C., India to Bangkok

Neighbour, Hugh M., United Kingdom to Canberra

Nemeth, Winkle W., Bahrain to Near Eastern and South Asian Affairs

Nichols, Sharon D., Brazil to Jakarta

O'Brien, Geraldine H., Executive Secretariat to London

O'Grady, Daniel J., South Africa to Madras

Padovano, Constance J., Benin to U.S. Mission to the United Nations

Papendorp, J. Theodore, Bureau of Personnel, Board of Examiners to Office of the Director General of the Foreign Service and Director of Personnel

Paulson Jr., Michael S., International Organization Affairs to Intelligence and Research

Peale, Samuel R., Saudi Arabia to Medical Services

Pedrick, Arlin K., European and Canadian Affairs to Moscow

Perkins, Anthony C., Uruguay to Visa Services

Peterson, Isis M., Germany to Bangkok

Phipps, Russell G., Austria to European and Canadian Affairs

Pingree, Michael M., Thailand to Vientiane

Pipal, Suella, India to Intelligence and Research

Pitts, John L., Inter-American Affairs to European and Canadian Affairs

Pixley, Burnett Q., Medical Services to Under Secretary for Management

Platt, E. Alan, Sudan to African Affairs

Potter, Marian I., Germany to Toronto

Pratt, Genevieve J., Somalia to Tunis

Radosh, Katherine M., Haiti to Tokyo

Rahn, John R., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security

Raicht, Lawrence R., Canada to Bureau of Personnel

Reed, Rickey J. C., Korea to Suva

Richardson, Gary A., France to European and Canadian Affairs

Reigg, Nicholas H., Intelligence and Research to Economic and Business Affairs

Rizik, Philip J., U.S. Mission to the United Nations to Bureau of Personnel

Rudolph, William A., Germany to Diplomatic Security

Russell, Louis P., Saudi Arabia to Accra

Rustmann Jr., Frederick W., Ethiopia to African Affairs

Salazar, Maximiliano A., Diplomatic Security to Caracas

Salisbury, William R., European and Canadian Affairs, Central Europe to European and Canadian Affairs,

ISLAMABAD, Pakistan—At political section awards ceremony, from left: *James F. Moriarty, Imtiazul Haq*, Ambassador *Deane R. Hinton, Amanullah Khan, John Wolf.*

Northern Europe

Sandrolini, Christopher J., Dominican Republic to New Delhi

Saturni, Fabio M., Intelligence and Research to Overseas Citizen Services

Seale, Jamie L., Mali to New Delhi

Segal, Jack D., Intelligence and Research to European and Canadian Affairs

Senko, Michael J., Saipan to Intelligence and Research

Shelton, Elizabeth T., Junior Officer Corps to Mexico

Silves, Larry A., Swaziland to Rangoon

Simons Jr., Thomas W., Foreign Service Institute to European and Canadian Affairs

Simpson, Stewart A., Inter-American Affairs to Georgetown

Sincavage, Justine M., Bureau of Personnel, Pre-Assignment Specialist

Training to Diplomatic Security, Secretary's Detail Division

Skud, Timothy E., Germany to European and Canadian Affairs

Smith Jr., James D., Zaire to African Affairs

Smith, Adrian R., Inter-American Affairs to Panama

Smith, Timothy W., Trinidad and Tobago to Bonn

Snyder, Gerald E., Office of Foreign Buildings to Bureau of Administration

Stammerman, Kenneth A., Foreign Service Institute, Economic and Commercial Training to Foreign Service Institute, Language Training

Stein Jr., John J., Diplomatic Security to Managua

Stein, Jerry A., Medical Services to Economic and Business Affairs

Tadie, Eugene P., Politico-Military Affairs to Foreign Service Institute, Language Training

Taylor, Larry W., Grenada to Office of Communications

Thomas-Greenfield, Linda, Nigeria to Banjul

Thomas, Alvin C., Luxembourg to Moscow

Thomas, Mary J., Foreign Service Institute, Language Training to Prague

Thompson, Katharine, Norway to European and Canadian Affairs

Thornton, Corinne S., Belgium to European and Canadian Affairs

Tohonou, Judith D., France to Kinshasa

Tomseth, Victor L., Sri Lanka to East Asian and Pacific Affairs

Tyznik, Walter E., Italy to Havana

Uncu, Lucy P., Intelligence and Research to European and Canadian Affairs

Valli, Moosa A., South Africa to Genoa

Van Meter, Joseph L., Philippines to Office of Communications

Van Treeck, Maria-Elena T., India to Politico-Military Affairs

Vargas Jr., Felix C., El Salvador to Bonn

Vazquez, Edward, Italy to Colombo

Vertefeuille, Jeanne R., Gabon to Africa

Wagner, Connie A., Hong Kong to Bujumbura

Walsh, James P., Spain to Montevideo

Weber, Arnold R., Yugoslavia to Santo Domingo

Wenick, Martin A., European and Canadian Affairs, Northern Europe to European and Canadian Affairs, Eastern Europe

Whatley, David L., Diplomatic Security, Washington Field Office to Diplomatic Secu-

rity, Secretary's Detail Division
Whitney, Phil A., Diplomatic Security to Nairobi
Williams, Phyliss D., European and Canadian Affairs to Lisbon
Wilson, David A., Burma to East Asian and Pacific Affairs
Withers II, John L., Netherlands to East Asian and Pacific Affairs
Wojnicki, Edward L., El Salvador to Office of Communications
Wolf, John C., Diplomatic Security, Technology Operations Division to Diplomatic Security, Deputy Assistant Secretary for Operations
Womer, Paul D., European and Canadian Affairs to Foreign Service Institute, Language Training
Wu, Bernard B., East Asian and Pacific Affairs to Wellington
Yarvin, Herbert, Economic and Business Affairs, Office of Energy Consumer-Country Affairs to European Affairs, Office of the Executive Director □

Resignations

Alexander, Michael D., Diplomatic Security
Appleby, Beverly L., Dakar
Braddock, Susan J., Bureau of Personnel
Brent, Lila S., Abu Dhabi
Britt, Francine, Beijing
Colden, Faith, Monrovia
Cooper, Susan J., Diplomatic Security
Devine, Daniel C., Vienna
Dorr, Young S., London
Dunbar, Judith L., Bangkok
Fernandes, Lori L., Quito
Jackson, Kim M. T., Bamako
Kansas, Patricia J., Ankara
Kelly, Wynetta M., Rome
Knotts, Margaret M., Athens
Konrath, Stella M., Harare
Lewis, Kimberley A., London
Manduzio, Debra A., Bonn
Marquez, Awilda R., Bureau of Personnel
Ness, Donald R., Genoa
Olson, Faye A., Port-of-Spain
Pettinga, Frank L., Santo Domingo
Powers III, Raymond, Ouagadougou
Rush, Mary P., Monrovia
Shu, Wen-Yi, Beijing
Symington, Susan M., Georgetown
Wilson Jr., Emmett N., Medical Services
Wolf, Barbara A., Monrovia □

Retirements

Alvarez, Raymond J., Economic and Business Affairs
Black, Donald P., Oceans and International Environmental and Scientific Affairs, Office of Environmental and Health Affairs
Bleha, C. Thomas, Legislative and Intergovernmental Affairs
Clower, Loyce D., Rangoon
Frost, Peter F., International Organization Affairs
Gim, Wever, Guangzhou
Hirshorn, M. Bruce, Office of Assistant Legal Adviser, Special Functional Problems
Holton, David C., Bureau of Personnel
Kelter, Samuel C., Economic and Business Affairs
Kiney, Jeanne M., Medical Services
Lorimer, Matthew T., Kingston
Matthews, Carl B., Office of Communications
Moen, Harlan G., Politico-Military Affairs
Newlin, William V. P., Nice
Polik, William, Accra
Prickett, Russell O., Bureau of Personnel, Board of Examiners
Reiser, Richard A., Athens
Sartorius, James, International Organization Affairs
Tueller, Blaine C., Office of the Director General of the Foreign Service and Director of Personnel
Ward, Catherine E., Beijing
Welch, Mary E., Bridgetown
Wiggis Jr., Herbert E., Barcelona
Woolfley, H. L. Dufour, Refugee Programs □

ISLAMABAD, Pakistan—*Ehsan Ahmad,* embassy cashier, right, receives retirement certificate from *John T. McCarthy,* chargé d'affaires.

Bureau of Personnel publishes '86 Foreign Service promotion statistics

The Bureau of Personnel has prepared the following statistical summary of promotions granted on the basis of recommendations by the 1986 selection boards. The data show the number of members eligible and reviewed for promotion, the number promoted and the rate of promotion (percentage of those eligible who were promoted). Additionally, the data give the average time-in-class and length of service of employees eligible for promotion and those promoted. The data have little significance for competition groups with relatively small numbers of very limited promotional opportunities.

The data are organized mainly by class and primary skill code (i.e., functional field for generalists and occupational category for specialists). Multifunctional promotions of generalists in classes 02 and 03 are shown in a separate line under the functional promotions, for these groups. A summary explanation of the groups at each level is provided below; detailed information may be obtained from the 1986 selection board precepts.

Competition groups	*Number eligible*	*Number promoted*	*% eligibles promoted*	*Average time-in-class of eligibles*	*Average time-in-class of promotees*	*Average length of service eligibles*	*Average length of service promotees*
Career minister to career ambassador							
Classwide	28	1	3.6	5.3	10.3	29.3	39.5
TOTAL	28	1	3.6	5.3	10.3	29.3	39.5
Minister counselor to career minister							
Admin. generalist	32	0	0.0	4.6	0.0	21.4	0.0
Consular	13	1	7.7	4.5	3.5	27.2	22.6
Economic	62	0	0.0	5.5	0.0	25.3	0.0
Political	149	4	2.7	5.6	7.7	26.3	27.8
Labor officers	3	0	0.0	2.1	0.0	26.0	0.0
Psychiatrist	1	0	0.0	3.4	0.0	8.7	0.0
Medical officers	16	0	0.0	7.6	0.0	15.3	0.0
Science officers	1	0	0.0	9.8	0.0	9.8	0.0
TOTALS	277	5	1.8	5.5	6.8	24.8	26.8
Counselor to minister counselor							
Admin. generalist	45	6	13.3	4.1	5.6	20.2	19.5
Consular	20	1	5.0	3.2	4.3	22.7	22.7
Economic	69	9	13.0	4.6	4.5	24.3	23.1
Political	113	29	25.7	4.2	4.7	24.3	24.0
Labor officers	10	1	10.0	2.6	3.4	23.1	24.4
TOTALS	257	46	17.9	4.2	4.7	23.4	23.2
Generalist class 01 to counselor							
Admin. generalist	106	8	7.5	5.4	4.6	19.6	14.7
Consular	63	8	12.7	4.9	3.6	21.8	16.2
Economic	149	14	9.4	5.5	5.1	20.4	17.4
Political	216	32	14.8	5.4	5.8	21.1	20.2
Labor officers	5	1	20.0	4.7	9.0	23.9	23.5
TOTALS	539	63	11.7	5.3	5.3	20.7	18.4
Generalist class 02 to class 01							
Admin. generalist	144	21	14.6	3.8	4.8	13.3	15.3
Consular	169	26	15.4	3.7	5.2	15.2	15.7
Economic	170	26	15.3	4.5	4.0	13.0	11.7
Political	254	39	15.4	4.7	5.4	14.1	15.2
TOTALS	737	112	15.2	4.2	4.9	13.9	14.5
Multifunctional	245	31	12.7	4.7	5.3	14.6	14.6
Generalist class 03 to class 02							
Admin. generalist	167	34	20.4	3.5	4.6	9.4	11.2
Consular	201	41	20.4	3.7	4.0	10.6	9.6
Economic	123	25	20.3	3.5	4.0	8.2	9.2
Political	207	41	19.8	3.9	5.8	8.2	10.5
TOTALS	698	141	20.2	3.7	4.7	9.2	10.2
Multifunctional	312	27	8.7	3.4	5.4	8.4	10.2

Generalist FO class 04 to class 03							
Admin. generalist	67	37	55.2	3.4	3.1	6.3	5.8
Consular	87	47	54.0	3.3	3.1	5.3	5.4
Economic	56	27	48.2	2.9	2.9	4.9	4.7
Political	102	47	46.1	2.7	2.7	4.5	4.3
TOTALS	312	158	50.6	3.1	3.0	5.2	5.1
Generalist FP class 04 to class 03							
Admin. generalist	1	1	100.0	2.8	2.8	12.2	12.2
Consular	4	1	25.0	8.9	4.4	22.4	23.0
TOTALS	5	2	40.0	7.7	3.6	20.4	17.6
Specialist counselor to minister counselor							
Communica. spec.	2	0	0.0	4.4	0.0	20.6	0.0
Psychiatrist	3	0	0.0	4.1	0.0	6.8	0.0
Security off.	6	0	0.0	4.1	0.0	16.1	0.0
Audit qual. inspec.	2	0	0.0	6.3	0.0	6.3	0.0
Constr. Engr.	1	0	0.0	8.1	0.0	23.2	0.0
Medical officers	10	0	0.0	3.8	0.0	7.6	0.0
Science officers	9	0	0.0	7.4	0.0	13.8	0.0
Narcotics	2	0	0.0	11.5	0.0	11.5	0.0
TOTALS	35	0	0.0	5.5	0.0	11.9	0.0
Specialist 01 to counselor							
Communica. spec.	11	0	0.0	5.2	0.0	24.8	0.0
Communica. elec.	1	0	0.0	8.1	0.0	19.4	0.0
Security off.	22	3	13.6	5.7	5.1	15.9	14.5
Security engineer	3	1	33.3	5.1	2.4	18.1	11.8
Audit qual. inspec.	3	0	0.0	4.7	0.0	7.3	0.0
Constr. engr.	7	0	0.0	8.8	0.0	9.4	0.0
Medical officers	1	1	100.0	4.6	4.6	4.6	4.6
Nursing	1	0	0.0	11.9	0.0	24.6	0.0
Science officers	7	0	0.0	3.3	0.0	15.5	0.0
Narcotics	1	0	0.0	7.5	0.0	14.7	0.0
TOTALS	57	5	8.8	5.8	4.4	16.4	12.0
Specialist 02 to 01							
Finance	21	2	9.5	3.2	4.9	16.4	8.7
Personnel	13	2	15.4	3.9	6.2	21.1	23.9
General services	29	1	3.4	4.1	4.4	13.9	22.5
Communica. spec.	17	4	23.5	3.7	3.1	23.0	21.4
Communica. elec.	8	1	12.5	5.1	3.4	18.6	18.7
Diplomatic cour.	4	0	0.0	4.9	0.0	26.8	0.0
Security off.	67	6	9.0	5.3	4.9	12.7	11.5
Security engineer	32	2	6.3	6.4	6.4	12.7	11.2
Audit qual. inspec.	7	2	28.6	4.8	3.6	5.4	4.5
Constr. eng.	1	0	0.0	1.4	0.0	1.4	0.0
Nursing	5	1	20.0	10.4	11.9	20.6	20.3
Science officers	2	0	0.0	2.4	0.0	10.3	0.0
Narcotics	1	0	0.0	9.1	0.0	9.1	0.0
TOTALS	207	21	10.1	4.9	5.0	15.0	14.9
Specialist 03 to 02							
Finance	27	8	29.6	2.9	3.3	13.2	10.4
Personnel	14	6	42.9	2.2	1.9	15.1	18.9
General services	39	1	2.6	4.8	11.0	15.0	14.7
Communica. spec.	36	11	30.6	4.5	3.9	22.0	20.9
Communica. elec.	41	2	4.9	3.8	4.9	13.5	21.3
Diplomatic cour.	5	0	0.0	6.5	0.0	19.8	0.0
Security off.	145	23	15.9	4.4	4.9	9.1	9.2
Security engineer	5	2	40.0	2.0	1.9	4.1	4.4

Audit qual. inspec.	11	4	36.4	1.8	2.1	1.8	2.1
Medical tech.	5	0	0.0	3.4	0.0	12.1	0.0
Nursing	17	2	11.8	6.2	7.6	12.2	13.6
Secretaries	2	0	0.0	13.6	0.0	28.5	0.0
TOTALS	347	59	17.0	4.2	4.1	12.3	12.6
Specialist 04 to 03							
Finance	3	1	33.3	1.8	1.8	6.2	11.6
Personnel	9	4	44.4	1.4	1.3	11.8	8.6
General services	26	3	11.5	3.3	4.1	10.0	9.5
Communica spec.	99	18	18.2	6.0	6.9	20.4	18.6
Communica. elec	53	6	11.3	4.6	5.3	8.0	7.8
Diplomatic cour.	24	1	4.2	11.2	11.0	22.4	19.7
Security off.	14	7	50.0	2.8	2.6	5.0	5.1
Security engineer	13	7	53.8	1.4	0.9	1.9	0.9
Audit qual. inspec.	1	0	0.0	0.8	0.0	0.8	0.0
Constr. engr.	6	3	50.0	1.6	2.3	1.6	2.3
Medical tech.	5	1	20.0	4.6	6.0	9.2	6.0
Nursing	8	2	25.0	2.7	2.2	4.5	3.8
Secretaries	65	3	4.6	6.9	11.5	23.6	29.7
TOTALS	326	56	17.2	5.4	4.7	15.6	11.2
Specialist 05 to 04							
Communica. spec.	240	32	13.3	4.6	6.0	14.3	15.5
Diplomatic cour.	26	0	0.0	8.3	0.0	17.4	0.0
Secretaries	182	11	6.0	4.5	7.5	17.0	17.8
Totals	448	43	9.6	4.7	6.4	15.6	16.1
Specialist 06 to 05							
Communica. spec.	131	53	40.5	1.6	2.1	6.8	7.2
Secretaries	275	29	10.5	4.2	7.4	11.8	14.2
TOTALS	406	82	20.2	3.3	4.0	10.2	9.7
Specialist 07 to 06							
Communica. spec.	47	34	72.3	0.8	0.7	2.7	2.8
Secretaries	255	53	20.8	3.0	3.2	5.5	5.3
TOTALS	302	87	28.8	2.7	2.2	5.1	4.3
Specialist 08 to 07							
Secretaries	187	76	40.6	1.9	1.5	1.9	1.6
TOTALS	187	76	40.6	1.9	1.5	1.9	1.6 ■

COPENHAGEN, Denmark—At Nordic chiefs of mission meeting, from left: *Tom Hanson*, political officer, Moscow; *C. Miller Crouch*, USIA; Ambassador *Robert D. Stuart* (Norway); Ambassador *Rockwell A. Schnabel* (Finland); *James Wilkinson*, deputy assistant secretary, Bureau of European and Canadian Affairs; Ambassador *L. Nicholas Ruwe* (Iceland); Ambassador *Gregory J. Newell* (Sweden); *James Ford Cooper*, director, Office of Northern European Affairs.

Bureau Notes

The Seventh Floor

Office of the Secretary

On October 15 SECRETARY SHULTZ traveled to New York, to participate in media interviews. Accompanying him were M. CHARLES HILL, executive assistant to the Secretary; PATRICK F. KENNEDY, executive director, Executive Secretariat; GLYN DAVIES, special assistant to the Secretary; JACKIE MACUK, personal secretary to the Secretary; and the Department's spokesman, CHARLES REDMAN ... On October 16 the Secretary traveled to El Salvador, to make a firsthand assessment of the damage caused by the sudden earthquake; he consulted with the leaders of the Salvadoran government and with U.S. Embassy personnel. Traveling with him were B. LYNN PASCOE, deputy executive secretary; Mr. Kennedy; KEITH EDDINS, special assistant to the Secretary; personal assistants to the Secretary M. JOYCE NESMITH and ELIZABETH GASTON; DAN FRIEDHEIM and MAURA HARTY, staff officers, Secretariat Staff; DEBORAH GODFREY and BONITA BENDER, secretarial assistants, Secretariat Staff ... The Secretary traveled to Los Angeles and San Francisco, October 31–November 2. While in Los Angeles, he attended a World Affairs Council luncheon. In San Francisco, he attended the Commonwealth Club and World Affairs Council dinner. Accompanying him were Mr. Kennedy; Mr. Redman; DEBORAH GRAZE, special assistant to the Secretary; and Ms. Macuk.

On November 3 Mr. Shultz addressed the Locust Club in Philadelphia, and accepted its Achievement Award. Accompanying him were Mr. Hill; Mr. Kennedy; Ms. Davies; Mr. Redman and Ms. Macuk ... Mr. Shultz traveled to Vienna, Austria, November 4, to deliver the opening address for the United States at the third followup meeting of the Vienna Conference on Security and Cooperation in Europe. Following the meeting he stopped in Paris, for consultation with French government officials. Advancing the Secretary's trip and accompanying him were Mr. Hill; B. Lynn Pascoe; Mr. Kennedy; JAMES TIMBIE, special adviser to the deputy secretary; Mr. Eddins; Ms. Graze; LORA SIMKUS. Ms. Gaston, Ms. Nesmith and Ms. Bender. Also traveling with the Secretary's party were GWEN CLARE, deputy director, Secretariat Staff; Secretariat Staff officer MARY HAINES; secretarial assistants JOY OLSON and CINDY TRODDEN; and JANET ANDRES, deputy director of the Operations Center. Other Department officials accompanying Mr. Shultz included Ambassadors PAUL NITZE, L. PAUL BREMER and ED ROWNEY; Assistant Secretary ROZANNE RIDGWAY and Mr. Redman. □

Office of the Deputy Secretary

SARAH KOEHANE has joined the staff of the deputy secretary, as a staff assistant. She most recently was affiliated with Goldman, Sachs & Co., New York and London, where she was in the mergers and acquisitions department. □

Under Secretary for Political Affairs

Under Secretary MICHAEL H. ARMACOST addressed the Third World Studies Conference, in Omaha, on "U.S. Policy Toward the Third World," October 17 ... On October 18 he spoke on "U.S. Foreign Policy Achievements and Challenges," at the regional foreign policy conference cosponsored by the University of Utah, Brigham Young University and the Department of State, in Salt Lake City. Accompanying him was special assistant GERRIT GONG ... Mr. Armacost participated in the Bureau of East Asian and Pacific Affairs chiefs of mission conference, in Honolulu, October 26–27. He was accompanied by his executive assistant, CHRISTOPHER ROSS, and special assistant DAVID KENNEY ... From Honolulu, Mr. Armacost proceeded to Central America, for consultations with host country officials and U.S. ambassadors in Panama City, San Jose, Tegucigalpa, Guatemala City and San Salvador, October 27–November 1. Traveling with him were Mr. Ross; special assistant WILLIAM WOOD; the assistant secretary for intelligence and research, MORTON ABRAMOWITZ, and Central America country director RICHARD MELTON ... Gerrit Gong departed the under secretary's staff, for an assignment to the American embassy in Beijing, as special assistant to Ambassador WINSTON LORD. □

Under Secretary for Economic Affairs

Under Secretary W. ALLEN WALLIS spoke before the Luxembourg Society for International Affairs, October 8 ... He then led the U.S. delegation to the October 9–10 meeting of the executive committee in special session of the Organization for Economic Cooperation and Development, in Paris ... As the President's personal representative for the economic summit, Mr. Wallis attended the first preparatory meeting for the 1987 Venice summit, in Sicily, October 11–12. Special assistant ERIC MELBY accompanied him on these trips ... On October 29 Mr. Wallis cochaired the U.S. delegation, with Treasury Assistant Secretary DAVID MULFORD, to the first meeting of the U.S.-Japan structural dialogue, in Washington ... Mr. Wallis led the U.S. delegation to the U.S.-Japan economic subcabinet consultations, a plenary and the energy working group, October 30–31. Special assistants JACK CRODDY and Mr. Melby participated ... Mr. Croddy attended the October 14 U.S.-Japan economic agenda conference, in Washington. □

Policy Planning Staff

On October 15 director RICHARD SOLOMON addressed the nongovernmental organization conference in the Department ... On October 16 he addressed the International Business Council, at Washington's International Club ... Principal deputy director NELSON LEDSKY met in London, for policy discussions with United Kingdom policy planners ... From October 5–9 Mr. Ledsky, accompanied by JOHN VAN OUDERNAREN, were the U.S. official delegates to the Atlantic policy advisory group conference, in Bad Herrenalb, Germany ... Deputy director RICHARD KAUZLARICH presented an address at Boston College, October 4, on Indian economic issues ... On October 29 he addressed the Hubert Humphrey fellows, on Capitol Hill ... Deputy director KENNETH BLEAKLEY addressed the Detroit Rotary Club, October 15 ... He cochaired the U.S.-Bolivian task force on narcotics interdiction and eradication in Bolivia, October 20–25 ... He gave addresses at Catholic University and the Diplomatic Academy and the National War College of Chile, on U.S. global policy, in Santiago, October 29–30 ... MARK WALL, member of the planning staff, participated in an international banking seminar, at the International Management and Development Institute, New York, October 8 ... The planning staff welcomed two new members, ROBERT EINHORN, from the Arms Control and Disarmament Agency, October 13, and KAREN GALATZ, formerly a White House fellow in the Office of the Secretary. □

Office of Protocol

Protocol chief SELWA ROOSEVELT escorted the chancellor of the Federal Republic of Germany and his wife during their official visit to Washington. Deputy chief TIMOTHY TOWELL accompanied the party to Chicago ... Private visits to Washington were made by the president of the Congo, PRINCE RANIER of Monaco, the prime ministers of Sudan, Dominica and Jamaica, the vice president of the Philippines, the deputy prime ministers of Egypt and Italy, and the foreign ministers of Burma, the Netherlands, Oman and Zaire. Assigned to these visits were assistant chief CATHERINE MURDOCK, LINDA MYSLIWY, PATRICK DALY, JULIE ANDREWS, MARY MASSERINI, REBECCA BERNIER, MARYELLEN VANDIVIER, TINA MORRIS, JAMES PAYNE and RANDY BAUMGARDNER.

Acting assistant chief PAMELA GARDNER, assisted by KRIS DAWLEY, APRIL GUICE, GEORGIA BOOTH and KIM MIDDLETON, coordinated the luncheons hosted by the Secretary in New York honoring the foreign ministers of the Gulf Cooperation Council and the Organization of African Unity; the luncheon hosted by the Secretary and Mrs. Shultz for the chancellor of the Federal Republic of Germany and his wife; the luncheon hosted by the Secretary for the new American ambassador to South Africa; the reception hosted by Under Secretary MICHAEL ARMACOST and two events hosted by Mrs. Shultz. Assisting at the luncheon for the Federal Republic of Germany were assistant chief CHARLES ANGULO, RANDY BAUMGARDNER, LOUISE BENNETT, CHENOBIA CALHOUN, JAYN MONTIETH, SALLIE CALIBOURN, Mr Daly,

GEORGETTE GARNER, IRENE HARRISON, VIRGINIA JOHNSON, MARIA SOTIROPOULOS, BRENDA WEINFIELD and GAIL ROBERTSON.

Mrs. Roosevelt presided at the swearing in ceremonies of Ambassador-at-large L. PAUL BREMER, and U.S. Ambassadors CHARLES PILLIOD to Mexico and DONALD PETTERSON to Tanzania ... Mr. Towell presided at the swearing-in ceremonies of U.S. Ambassadors EVERETT BIERMAN to Papua New Guinea, WALTER STADLER to Benin, THEODORE GILDRED to Argentina, DAVID KORN to Togo, PAUL RUSSO to Barbados and DAVID FIELDS to the Central African Republic ... He also was guest speaker at a luncheon for the White House fellows ... Mr. Angulo was the presiding officer at the swearing-in ceremonies of U.S. Ambassadors EVERETT BRIGGS to Honduras, ALEXANDER WATSON to Peru and RONALD PALMER to Mauritius .. SAMUEL CASTLEMAN coordinated and traveled with the members of the U.S. delegation to the funeral of the president of Mozambique ... Ms. Johnson and BARBARA JAMES ADAMS have joined the administrative section as administrative officer and program specialist, respectively ... IRENE HARRISON has completed her short tour and has moved on to administrative training ... SHIRLEY STEWART received a cash award for outstanding performance. □

Administration

Office of Communications

The deputy assistant secretary for communications, ROBERT C. RIBERA, addressed the 34th junior officer class of the Foreign Service at the Foreign Service Institute, in October ... During October, Mr. Ribera met with Japan's director of telecommunications and the director of telecommunications for the French foreign ministry, to exchange views ... At the annual dinner of the Diplomatic Courier Association, the Office of Communications accepted two plaques citing JOSE APRIGIO DE CARVALHO, a Foreign Service national employed at the American consulate general in Rio de Janeiro, and MIGUEL CRUZ, a deceased former Foreign Service national employed at the American embassy in Mexico City ... The guest speaker for the Office of Communications monthly meeting in October was the deputy assistant secretary for foreign buildings operations RICHARD N. DERTADIAN. The topic was organization, budget and plans.

The following were in Washington on consultation: EDWARD MELNICK, Seychelles; CHARLES MOORE, Islamabad; DAVID BRONER, Brazzaville; HARVEY A. EIDENBERG, Rome; BRENDA SCARBROUGH, Panama; DAVID FLEMING, Khartoum; ROBERT LACOCK, Bonn; ROBERT HENSELY, Wellington; DIANE PETERSON, Mogadishu; ROBERT REMILLARD, Budapest; PATRICK McLARNEY, Montevideo; WILLIAM B. MILLS, Washington ... Completing courses in the Communications Training Division during October were LUCELOUS BETTS, Lagos; CHARLES MOORE, Islamabad; DAVID FLEMING, Khartoum; BRENDA SCARBROUGH, Panama; AUDREY ACHENCK, Bonn; JOHN WILLEMS, Kingston; SANDRA REED, Seoul; MELVIN KOLB, Paris; DEBORAH RICCARD, Geneva; CHARLES SHUSTER, London; ALBERT CHILDS, Bangkok; DANIEL FISHER, Washington; DARIES LEWIS, San Jose; JEFFREY ECKERT, Paris; RAY MINNICK, Washington; FRANCES MASTERMAN, Paris; JERRY SCREOSIA, Port Louis; KENNETH HILL, Amman; PAUL DOUMITT, Beijing; WALTER TYZNIK, Havana; PAT SWIERCZEK, Melbourne; CONRAD RIPPE, Washington; LORETTA ROBERTS, Paramaribo; HERMAN BECKMAN, Hong Kong; ROBERT CLAUS, Lisbon; ROBERT HENSLEY, Wellington; MICHAEL MONDAY, Rome; MARGARET CARVER, Washington; DIANE RODGERS, Kaduna; MICHAEL ST. CLAIR, Tijuana; DANNY BRANCH, Washington; JACQUELYN TUCKER, Praia; ROBERT LACOCK, Bonn; DIANE PETERSON, Mogadishu; ALBERT PFEIFER, Guatemala; JOAN DOUMA, Izmir; DOMENICA WALLER, Dhahran; HELEN LAWING, Banjul; GENE GRAVELLE, Manila; SANDRA REED, Seoul; RALPH PALMER, Bonn; JOHN McMILLEN, Washington; EVA DEPPING, Maseru; EDWARD MELNICK, Victoria; KENNETH KNUDSEN, Libreville; THOMAS HETTEL, Lome; POLLY JO SPAHR, Moscow; PATRICK BOLINE, Moscow; PATRICK MEAGHER, Washington; SUSAN SHORE, Rome; THERESA BEDWELL, Damascus; GAYLE GOODWIN, Madrid; REBECCA ROBERTS, Jerusalem; KANIKAR DALY, Gaberone; ERIC LIND, Bangkok; ROGER JURACK, Islamabad; JOELLIS SMITH, London; ELEY JOHNSON, Brussels; RICKLY HARTLINE, Brussels; JAMES LASKOWSKI, Bonn; SIMON GUERRERO, Paris; ROSS KLINGER, Stockholm; RICHARD RIGBY, Brussels. □

Office of Language Services

Language Services dispatched three staff interpreters to the Reykjavik summit, DIMITRY ZARECHNAK from Washington and PETER AFANASENKO and WILLIAM HOPKINS from Geneva ... Several members of the office went to Cleveland for the annual American Translators Association conference. Director HARRY OBST participated in a panel on translations and the federal Government, and he and Mr. Zarechnak gave a joint presentation on high-level interpreting ... CAROL WOLTER and JACQUELINE JARMAN headed the respective interpreting and translating teams for the NATO planning board for ocean shipping meeting, in the Department. Interpreter BARBARA PHILLIPS and translating chief PILAR MOLNAR coordinated the language support for two successive weeks of committee meetings of the Codex Alimentarius, October 20–31, including a night shift of translators which JACQUELINE NIEMTZOW joined to prepare the final report ... STEPHANIE VAN REIGERSBERG accompanied the Secretary on his one-day visit to El Salvador ... GISELA MARCUSE and Mr. Obst interpreted for the German state visit, and Carol Wolter handled a number of meetings during the private visit of the president of the Congo ... Staff interpreters were on assignment in Rabat and Casablanca, Morocco, and in Arizona, Wisconsin and Alabama ... GABRIELLE PELCZYNSKI resigned as a typist in the Romance section of the Translating Division, to take a job in the private sector. □

Office of Operations

Foreign Affairs Information Management Center: Services available in the Library: Mead Data Central has recently added several new databases ... World Wide Economic and Financial Information synopsizes statistical data on worldwide finance, economics, banking, trade, labor, currency and multinational corporations. Billcast Legislative Forecasts provides a comprehensive listing of public bills pending in Congress, as well as statistical odds for a bill's success in committee and on the floor. The Almanac of American Politics provides political data on governors and mayors, members of Congress and the President.

Office of Overseas Schools: The government of Mexico awarded a plaque to the American School Foundation in Mexico City, in appreciation for its work on rebuilding a public elementary school which had been destroyed by the earthquake last year. Superintendent FLOYD TRAVIS accepted the award on behalf of the American School Foundation from the Mexican president ... The dedication of the Benjamin Franklin International School, in Barcelona, Spain, was to be held November 1. □

Office of Supply, Transportation and Procurement

A regional employees association conference was held in Torrejon, Spain, October 13–17. Attending were deputy assistant secretary for operations JOHN CONDAYAN; director of the Office of Procurement Executive JOHN CONWAY; RAVI SIKAND and his assistants, DONNA VAN DYKE and LIZ WEBER; and director of the Physical Security Division FREDERICK BRANDT. Also in attendance were KATHY SEIDL, Accra; CHRISTINE COULIBUY, Bamako; KENNETH MEIR, Bangkok; CHARLOTTE METZ, Banjul; CLIFFORD KING, Belgrade; ROBERT ERWIN, Bonn; GEORGE ZEGARAC, Dakar; LORENE KAMINSKY and JAMES VANDERPOOL, Dar es Salaam; BRIDGETTE McMILLAN, Djibouti; TOSCANELLI STAMPLEY and GERRY DUVALL, Khartoum; MARILYN WALTON, Kinshasa; KATHLEEN WHITE, Lagos; RITA SHINN, Lusaka; KATIE MOELK, Madrid; CORALIE S. ATKINSON, Monrovia; WILLIAM B. DOYLE and DENISE MATHIEW, Paris; VIRGINIA MORRIS,

Prague; RALPH J. VERDU, Warsaw; PATRICIA E. DILEONARDO, Algiers; NABIL KHOURY, Amman; KAREN MILNER, Muscat; AMPARO KUNZE, Nairobi; and DAL S. ASHER, New Delhi. Also attending were representatives from Internal Revenue Service, the Air Force commissary system, Canadian Forces Exchange Services and representatives of companies providing services for commissaries.

The annual despatch agents conference was held in Washington, October 27–31. Those in attendance were Assistant Secretary DONALD J. BOUCHARD, deputy assistant secretary Condayan, JAMES B. LACKEY, GEORGE JENKINS, ELSO NAT GIACOBBI and despatch agents FRANK HEARNE, JULIA G. CHOUPROV, GERALD L. WRITT and PHILIP J. PUOPOLO. Also participating were ROBERT C. MYERS, CHRISTOPHER MAYERS, ALVIN E. BERNSTEIN, ROBERT DICKSON, BENJAMIN BRIDGES, WILLIAM MORAN, JAMES MURPHY and others, as well as representatives from various Department offices.

ROBERT DICKSON and ELIZABETH ELLIOTT visited Bonn and met with WILLIAM A. LEVIS and his staff to review the procurement functions at that office ... They also visited Antwerp, to consult with NAT GIACOBBI and his staff ... ROBERT DICKSON continued on to London, for consultations with the procurement section of the embassy. □

African Affairs

Office of Economic Policy: Director WALTER A. LUNDY departed, October 25, for a 10-nation trip through West Africa. He was to return November 15 ... GORDON R. POWERS returned from a visit to Kenya, Côte d'Ivoire (Ivory Coast) and Mauritius, October 6 ... Deputy director RANDY REED returned on October 20 from a trip to East Africa ... SCOTT DANAHER departed November 2 to visit Gambia, Senegal, Botswana, Zimbabwe and the U.S. mission to the UN Agency for Food and Agriculture in Rome, to discuss the locust problem, food assistance and the special self-help program. He was scheduled to return December 6.

ABIDJAN, Ivory Coast—At awards ceremony, left to right: *Carol MacLeod, Vincent J. Farley, Adele Kone, William L. Hedges, Michael Kwafo.*

HARARE, Zimbabwe—*Cynthia Neely*, secretary in the administrative section, left, and *Sue Mills*, community liaison officer, receive Meritorious Honor Awards from chargé d'affaires *Edward Fugit*.

Office of Regional Affairs; Political-military adviser GREG BRADFORD visited Paris and Stuttgart, in October, to participate in meetings and discussions about civic action programs, coastal security issues and military assistance programs for Africa ... CHARLES SNYDER addressed the African seminar of the Defense Institute for Security Assistance Management class in Dayton, O., October 22, and went on a tour of Sierra Leone, Rwanda and Niger, in early November ... Labor adviser RAY PARDON traveled to several posts, including Burkina Faso, Nigeria and South Africa, during November ... Deputy director RICHARD TIERNEY attended the annual meeting of the African Studies Association, in Madison, Wisc., October 30–November 2. □

East Asian and Pacific Affairs

Assistant Secretary GASTON SIGUR traveled to Honolulu to take part in a chiefs of mission conference, October 26–29. Also attending from the bureau were deputy assistant secretaries J. STAPLETON ROY and WILLIAM CLARK JR.; JAMES R. LILLEY, ambassador designate to Korea; special assistant RUST DEMING; special projects director ROBERT L. DOWNEN; executive director DONALD F. RAMAGE; regional affairs director CHARLES SCHMITZ; and secretaries LORETTA HIGHT, RITA GAFFEY and JoANNE McMAHON ... Following the conference, Mr. Sigur traveled to Japan, China and Korea for consultations with embassy and host government officials. He was accompanied by Mr. Clark (in Japan and Korea) and Mr. Downen.

Principal deputy assistant secretary JOHN C. MONJO participated in a program at the National War College, October 30, during which he critiqued presentations made by the students ... On November 7 he took part in a crisis management workshop at the Foreign Service Institute's Center for the Study of Foreign Affairs ... Mr. Roy gave remarks on the opening of the Johns Hopkins-Nanjing University Center for Chinese and American Studies, October 23, at the Chinese embassy in Washington ... He attended a luncheon given by the New Zealand ambassador in honor of the New Zealand election watch parliamentarian delegation ... China Affairs deputy director CHRIS SZYMANSKI spoke, October 8, at American University, on Sino-U.S. relations ... Deputy director JOAN PLAISTED traveled to Beijing and Seoul, November 7–26, to participate in the mid-year Joint U.S.-Chinese Commission on Commerce and Trade meetings, and to discuss trade with Chinese officials ... G. EUGENE MARTIN, deputy director of political affairs, spoke to the Cumberland Valley foreign policy study group, in Waynesboro, Pa., October 26, on "Whither China?" ... On November 7 he participated on a panel at the University of Dayton's Center for International Studies' conference on "China Today," speaking on "Modernization and China's Foreign Policy." ... China Affairs economic officer ROBERT D. GOLDBERG spoke to two Foreign Service Institute area studies classes on U.S.-China trade relations and on "The Future of Hong Kong." ... He was part of the U.S. delegation on civil aviation talks with China ... HANK LEVINE gave a presentation on China policy at the strategic trade officers conference, in West Germany, October 27–31 ... Political desk officer HOWARD STOFFER and Department of Defense representatives escorted a Chinese military delegation to Natick, Mass., San Antonio, Los Angeles, San Diego, San Francisco, and Honolulu, October 16–25, for briefings and tours of acquisition and logistical facilities ... Mr. Goldberg spoke about investments in China, to the Washington International Business Council, November 7 ... DIANA REINHART joined the China office as staff aide.

SYDNEY, Australia—Consul general *John Dorrance* receives Meritorious Honor Award from Ambassador *William Lane*, right. With them *Mrs. Dorrance* and *Mrs. Lane*.

Indonesia country officer GENE CHRISTY joined the Indonesian military attache, Col. SOEJARDI, for a panel discusson on U.S.-Indonesian military cooperation, before the Indonesian-American League, Oct 12 . . . On October 15 Mr. Christy addressed the export/import committee of the Electronic Industries Association, on conditions in Indonesia and Malaysia. Mr. Christy traveled to Cornell University, October 23, for a presentation on U.S.-Indonesian relations.

Japan Affairs political officer CHARLES COHEN traveled to Japan, October 15–25, for consultations in Tokyo and Osaka-Kobe . . . Economic officer KEVIN MAHER traveled to Japan, October 21–28, for negotiations seeking a voluntary restraint agreement on machine tools exports . . . Deputy director CHARLES KARTMAN and political-military officer TIMBERLAKE FOSTER attended negotiations between the United States and Japan, at the Department of Defense, October 29–31.

JEFFREY MILLINGTON, deputy director, Office of Vietnam, Laos and Cambodia Affairs, participated in a UN-sponsored conference on the Orderly Departure Program, in Geneva, November 3. □

Economic and Business Affairs

NICK BURAKOW undertook Foreign Service recruitment trips, October 14–16, to Georgetown University, the University of Virginia and Virginia Tech . . . DAVID GOSSACK, Office of International Trade, traveled to the Philippines, October 14–24, to speak at three seminars on the generalized system of preferences. The seminars in Manila, Cebu and Legaspi were attended by 400 Philippine exporters and government trade officials . . . JOHN J. ST. JOHN, director, Office of Business and Export Affairs, represented State at the September 22–26 meeting of the Committee on Consumer Affairs in, Paris. He also visited Geneva, for consultations with the U.S. mission there . . . In September BRUCE STRONG visited posts in Africa, to explore possibilities for large Foreign Commercial Service posts to assist small neighboring posts where the Department manages commercial activities . . . GEORGE MIDDLETON visited New York, October 9–10, to consult with trade officials at Chemical Bank, the New York State Department of Commerce and the New York district field office of the Department of Commerce . . . JUDY GARBER traveled to New York, September 25–26, for consultations with the Business Council on International Understanding and the Commerce New York field office . . . OLAF N. OTTO attended the quarterly meeting of the U.S. Council for International Business, in New York, October 1. The council focuses on those programs of international organizations having an impact on U.S. corporations . . . BRUCE ARNOLD has entered on duty in the Office of Planning and Economic Analysis. □

BELGRADE, Yugoslavia—Ambassador *John D. Scanlan* presents Meritorious Honor Award to *Craig A. Hoepfl*, left, economic officer in this southern European capital.

European and Canadian Affairs

Front Office: Assistant Secretary ROZANNE L. RIDGWAY and deputy assistant secretary THOMAS W. SIMONS JR. accompanied the Secretary to Reykjavik, Iceland, October 9–12, for the President's meetings with Soviet Secretary General MIKHAIL GORBACHEV. They subsequently traveled to Brussels, Belgium, for consultations with NATO allies, October 13 . . . Deputy assistant secretary CHARLIE THOMAS made two trips to Brussels, October 22–25 and 29–31, for consultations and meetings at NATO . . . Deputy assistant secretary JAMES WILKINSON met with a UN under secretary in New York, November 3, on Cyprus-related issues.

Office of Canadian Affairs: Deputy assistant secretary JAMES MEDAS and deputy director VICTOR GRAY attended a meeting of the Permanent Joint Board on Defense, in Manitoba, October 14–17 . . . Director ROBERT O. HOMME traveled to Vancouver, Calgary and Ottawa, for consultations, September 26–October 7 . . . WILSON RILEY attended a meeting of the International Joint Commission, in Ottawa, October 7–9 . . . TIMOTHY SKUD, who will be working on the U.S.-Canada free trade negotiations, joined the Office of Canadian Affairs, October 6.

Office of East European and Yugoslav Affairs: JOHN R. DAVIS JR., chargé d'affaires in Embassy Warsaw, was in Washington, October 20–24, for consultations . . . Deputy director ROBERT PERITO visited Munich, for consultations at Radio Free Europe, September 30, and met with Czech and Hungarian officials during stops in Prague and Budapest, October 1–9 . . . PAUL SCHLAMM, country officer for Romania, traveled to Bucharest and Budapest, September 30–October 8, for consultations and meetings with Romanian and Hungarian officials . . . The economic officer for the southern tier, JOHN L. PITTS, visited Romania, Bulgaria and Yugoslavia, September 27–October 10. While in Romania, he toured the U.S. pavilion at the Plovdiv international fair . . . The office welcomed two new secretaries, TERRI DUNCAN and DIANE ABOOD.

IZMIR, Turkey—Consul general *Albert N. Williams* presents Meritorious Honor Award to *Perihan Soytarhan* on her retirement after more than 22 years as the consulate general's cashier and personnel assistant. A cash award was also presented.

Office of Northern European Affairs: Ambassador CHARLES PRICE returned to Washington from London, October 27–29, for meetings with the President, the Vice President, the Secretary and cabinet officials ... United Kingdom desk officer ROBERT JOHNSON traveled to London, Edinburgh and Belfast, on consultations, September 30–October 8.

Office of European Security and Political Affairs: Deputy director GEORGE WARD served as the State representative on the U.S. delegation to the NATO nuclear planning group ministerial meeting, in Gleneagles, Scotland, October 21–22 ... ERIC REHFELD participated in the annual infrastructure conference at Garmisch, Germany, September 30-October 2 ... JOHN VESSEY, deputy director for defense policy and military/security affairs, represented the Department at the conference of national armaments directors meeting, at NATO, October 21–22 ... CHRISTOPHER MURRAY attended the senior civil emergency planning committee plenary meeting, in Brussels, October 16–17 ...Colonel THOMAS STEWARD participated in a NATO seminar on defense economics, in Brussels, September 18–19.

Office of Soviet Affairs: Director MARK PARRIS, BRUCE BURTON and NANCY McELDOWNEY accompanied the Secretary's party to Reykjavik, Iceland, for the President's meeting with Mr. Gorbachev, October 10–12 ... Deputy director JOHN EVANS represented the bureau at the NATO USSR/East European experts meeting, in Brussels, October 15–17 ... KAREN PUSCHEL spoke to the Martinsburg Rotary Club, on "Arms Control After Reykjavik," October 23 ... PRISCILLA GALASSI joined the multilateral section of the Soviet desk, after serving on the U.S. delegation to the Conference on Confidence and Security Building Measures and Disarmament in Europe, in Stockholm ... BERNADINE JOSELYN joined the office as special assistant to the director and deputy director. □

Foreign Service Institute

JOHN W. McDONALD spoke to Foreign Service Institute orientation course participants, September 29, on "The Role of State in the Foreign Policy Process." ... On September 25 and October 7 he organized and moderated two all-day symposia on "U.S.–Soviet Summitry: Lessons To Be Learned." □

FOREIGN SERVICE INSTITUTE—*Jane A. Sakaue*, program assistant in the administrative training unit, receives plaque on her retirement from the Civil Service, from *John T. Sprott*, deputy director of the institute.

Human Rights and Humanitarian Affairs

Assistant Secretary RICHARD SCHIFTER traveled to Madrid, to attend the American Association for International Commission of Jurists colloquim ... He met with governmental officials and representatives of private groups in Turkey, and with governmental officials in Israel ... LAURA J. DIETRICH, deputy assistant secretary, traveled to Geneva, Switzerland, October 20–November 1, to attend the 25th international conference of the Red Cross. She was accompanied by the head of the delegation, Admiral ELMO ZUMWALT JR, and EDMUND ATKINS, international relations officer, and other State officials. While there, they attended high-level meetings ... ROGER PILON, director of policy, went to Miami, the week of October 27, to interview some of the 69 recently-arrived Cuban political prisoners ... His recent speech. "The Systematic Repression of Soviet Jews" (Current Policy No. 878) will be printed in Vital Speeches of the Day ... ROBERT RACKMALES, director, Office of Human Rights, visited Colombia, Peru and Ecuador, October 26—November 6, for consultations with embassies, host government officials and human rights organizations ... DOUGLAS WAKE, regional human rights officer for Europe, departed, November 1, for Vienna. □

Intelligence and Research

Office of the Geographer: GEORGE J. DEMKO, director, lectured at Pennsylvania State, October 19, on "Geographical Issues in U.S. Foreign Policy"; he received an award as an alumni feilow ... He lectured at the Washington Geographical Alliance, University of the District of Columbia, October 21, on "Internationalizing the Geographical Curriculum." ... BILL WOOD and Mr. Demko lectured at the Population Reference Bureau, Washington, October 22, on "Demographic Research in a Foreign Policy Context." ... Mr. Demko lectured at the applied geography conference at West Point Military Academy, October 24, on "Geography and Foreign Policy ..." He lectured at Radford University, November 7, on "Geography and International Policy Issues" ... CHRISTOPHER HEIVLY presented a paper at the North American Cartographic Information Society meetings, in Philadelphia, October 13–17. The paper was entitled "Mapping the World on Microcomputers ... He lectured at West Chester University, October 13, on the "Digital Cartographic Revolution."

Office of Analysis for Near East and South Asia: Deputy director RONALD D. LORTON visited the U.S. mission to the United Nations, in New York, for consultations, October 28–30 ... Arab-Israeli States Division chief GARY D. DIETRICH visited London, Frankfurt, Ankara, Istanbul and Baghdad, for consultations with embassies and consulates, October 3–22 ... India analyst WALTER ANDERSEN attended the annual meeting of the Middle Atlantic region of the Association of Asian Studies, in Newark, Del., and served as a discussant on a panel on Bangladesh, October 31–November 2 ... Mr. Andersen attended the annual conference on South Asia at the University of Wisconsin, Madison, where he delivered a paper on "Indian Ocean Security Issues ..." Analysts CRAIG KARP, JAMES MAXSTADT, JONATHAN KAMIN, ALAN MAKOVSKY and ELIZA VAN HOLLEN attended the annual conference on the Middle East sponsored by the Middle East Institute ... Senior analyst WAYNE WHITE visited London, Riyadh, Amman, Kuwait, Doha, Manama, Muscat, Sana and Abu Dhabi, for consultations with embassies ... Libya analyst JUDY BIRD visited London, Paris, Rome, Madrid and Bonn, for consultations with embassies. □

Inter-American Affairs

Office of Central American and Panamanian Affairs: Director RICHARD H. MELTON accompanied Under Secretary MICHAEL H. ARMACOST to five Central American countries, October 28–November 1 ... El Salvador desk officer JAMES CALLAHAN traveled to El Salvador for an orientation visit, October 4–11 ... El Salvador desk officer VAL MARTINEZ addressed faculty, students and others at Wayne State University's Center for Peace and Conflict Studies, Detroit, September 21 ... Panama desk officer VINCENT MAYER traveled to Panama, October 26–31, for an orientation visit ... Guatemala desk officer JAMES CASON traveled to Guatemala for consultations, the end of September, and addressed a Presbyterian task force on Central America in October ... Recent arrivals include Honduras desk officer JANET BOZZI, secretary GLADYS BROWN and intern CATHY NOLAN. Departures include secretaries LEE HENDERSON, JANET HARRISON and BARBARA BARRETT.

P. PETER SARROS, director, Office of Regional Political Programs, and Colonel JAMES SIVELLS, senior military adviser, participated in the security assistance/officers conference, at Southcom, Panama, September 14–16, and held consultations in Managua, September 16–18 ... Mr. Sarros made presentations on Central Ameri-

INTER-AMERICAN AFFAIRS—Secretary *Marlene Garcia*, front office, receives a Superior Honor Award from Assistant Secretary *Elliott Abrams*.

GUADALAJARA, Mexico—Consul general *Irwin Rubenstein*, left, presents certificate of appreciation to *Francisco (Pancho) Lamas*, who retired after 18 years at the consulate general.

can policies at various places in California, October 24–28, including the Universities of Stanford and Santa Clara, the Monterey International Studies Center and the Defense Language Institute; he made media presentations in San Jose and Monterey ... He addressed the NATO Defense College, in the Department, November 5 ... Deputy director RICHARD S. THOMPSON traveled to the State of Washington, October 6–10. In Spokane, he spoke on Central America to the Kiwanis Club, and gave radio and TV interviews. He met with editorial writers of the Spokesman Review-Chronicle. In Pullman, on the campus of Washington State, he addressed a student and faculty audience on U.S. policy in Nicaragua, met with several classes and gave an interview to the Daily News ... JAMES B. SIVELLS conducted a seminar on "Policy Considerations Toward Latin America," October 1, at the Defense Institute of Security Assistance Management, Dayton, O... He addressed the National Guard public affairs conference, at Leesburg, Va., October 17, regarding diplomatic implications of U.S. military exercises overseas. □

International Narcotics Matters

Assistant Secretary ANN WROBLESKI accompanied Attorney General EDWIN MEESE to Puerta Vallarta, Mexico, October 8–10, to attend a regional meeting of ministers of justice and attorneys general. Representatives of 13 countries met to examine the problems of drug trafficking and drug dependency throughout the region ... On October 14 Ms. Wrobleski, accompanied by program officer JAMES McHUGH, traveled to Kingston, Jamaica, for two days of meetings on international narcotics control with the prime minister and other Jamaican government officials, as well as the embassy staff ... CAESAR P. BERNAL, director, Office of Program Management, traveled to Kingston, October 26, to continue technical discussions with the Jamaican government ... Ms. Wrobleski traveled to New York, October 30–31, to deliver the U.S. intervention on narcotics control to the Third Committee of the UN General Assembly. Program officer DIANNE GRAHAM accompanied her.

The Anti-Drug Abuse Act of 1986 was signed into law by the President, in a ceremony at the White House, October 27. SECRETARY SHULTZ attended, accompanied by Ms. Wrobleski and RAYBURN HESSE, special assistant for policy in the bureau, and the assistant secretary for legislative and intergovernmental affairs, J. EDWARD FOX ... SUE PATTERSON, program officer for Latin America, traveled to Bolivia, October 25, to participate in U.S.-Bolivian discussion of a three-year plan for total eradication of coca. □

International Organization Affairs

Assistant Secretary ALAN L. KEYES addressed the Houston Council on Foreign Relations, on South Africa ... He cohosted the United Nations Day reception, in the Department's Diplomatic Reception Rooms, and participated in the UN Day concert and dinner ... Mr. Keyes was the dinner speaker at the International Assembly of Food and Drink Federations and Associations ... He spoke to the UN International Business Council, on "U.S. Policy Toward International Organization," in New York ... He was the luncheon speaker at the Department's executive-diplomat seminar, and the dinner speaker at the Jewish Institute for National Security Affairs ... He addressed the International Association of Jewish Lawyers and Jurists, on "Evolving U.S. Policy Toward the United Nations: An Assessment of Present and Future Dangers."

ANTONIO GAYOSO, director, Office of International Development, served as alternate representative at the meeting of the Food and Agriculture Organization's Committee on Food Aid Policies and Programs, in Rome, October 20–31 ... DONALD C. ELLSON, deputy director, traveled to Rome to take part in the 90th session of the Food and Agriculture Organization's council meeting, as alternate representative, November 17–28 ... GILBERT D. KULICK, deputy director, Office of UN Political and Multilateral Affairs, traveled to New York, November 1–3, for consultations at the UN General Assembly ... LOIS AROIAN, political officer in the office, traveled to New York, for consultations at the UN General Assembly, October 28–29 ... DAVID ETTINGER, also a political officer in the office, was to travel to New York, November 20–24, for UN General Assembly Sixth Committee work.

STEPHEN CROMWELL and MILDRED ZYVOLOSKI served as administrative officer and conference documents officer, respectively, on the hostship of the Food and Agriculture Organization/World Health Organization Codex Alimentarius Commission—22nd session of the Committee on Food Hygiene, October 20–24 ... CAROLYN HESKIN and CAROLE MEDEIROS served as administrative officer and conference documents officer, respectively, on the hostship of the Food and Agriculture Organization/World Health Organization Codex Alimentarius—first session of the Committee on Residues of Veterinary Drugs in Foods, October 27–31 ... PAT COYLE, LEO MASCIANA and TERI MILLER assisted on the conferences ... Ms. Heskin served as administrative officer at the 16th general assembly of the Organization of American States, in Guatemala City, November 10–15 ... DALE LEACH, Office of UN System Budgets, and ROB MERRIGAN, Office of Technical Specialized Agencies, were members of the U.S. delegation which attended the second session of the Industrial Development Board of the UN Industrial Development Organization, which met, October 13–23, in Vienna, Austria ... GEORGE SALVATIERRA, Office of UN System Budgets, traveled to Montreal, as a member of the U.S. delegation to the 26th general assembly of the International Civil Aviation Organization, Septem-

ber 23–October 10 ... NEIL A. BOYER, director for health and transportation programs, served on the U.S. delegation to the meeting of the World Health Organization's program committee, in Geneva, October 25–28 ... F. GRAY HANDLEY, same directorate, was an adviser on narcotics control issues, to the U.S. delegation to the UN General Assembly, in New York, October 31–November 5 ... TONY ALLITTO, the same directorate, headed the U.S. delegation to the meeting of the council of the International Maritime Organization, in London, November 10–14.

People: MARGARET COLVIN was reassigned from the Foreign Service Institute to the Office of International Development Assistance ... CHRISTOPHER HOH was transferred from Lima to the Office of the Assistant Secretary ... TAMIKO LOFTY was reassigned from the Bureau of Consular Affairs to the Office of International Economic Policy ... LEO MASCIANA was reassigned from the Foreign Affairs Information Management Center to the Office of International Conference Administration ... MONICA REED was reassigned from the Office of the Counselor of the Department to the Office of International Economic Policy ... JAMES PAIGE, Office of International Conference Administration, has transferred to Jeddah ... BARBARA BRAWNER was reassigned from the Bureau of Consular Affairs to the Reference and Information Systems Staff ... MICHELE BOWLING is newly appointed to the Office of International Development Assistance ... J. JEAN HURT retired from the Office of UN System Recruitment ... KIM WATSON resigned from the Office of UN Political Affairs. □

Legal Adviser's Office

MARY V. MOCHARY, deputy legal adviser, traveled to London, to participate in mutual legal assistance treaty negotiations ... ANDRE M. SURENA, assistant legal adviser for law enforcement and intelligence, traveled to London and Zurich, also to participate in such negotiations ... DAVID P. STEWART, assistant legal adviser for international claims and investment disputes, traveled to Honolulu, to attend an annual meeting of the Washington State Bar Association and participate in panel discussions ... STEPHEN McCAFFREY, consultant for the legal adviser, traveled to Washington from New York, for consultations ... LUCY REED, attorney-adviser for international claims and investment disputes, traveled to The Hague, Netherlands, to participate in a hearing of five cases brought by Iran Air against the United States before the International Court of Justice ... ALAN SIMON, general attorney for international claims and investment disputes, traveled to The Hague, to conduct detailed examinations of dual national claims filed with the International Court of Justice ... The following attorney-advisers traveled for the Office of the Legal Adviser on recruitment matters: JOSE ALVAREZ attorney-adviser for economic, business and communication affairs, and KENNETH VANDEVELDE, attorney-adviser for inter-American affairs, to New York and Columbia Universities.

People: The office welcomed new employees ANDREA JOHNSON, who joined the international claims and investment disputes unit, and JANET HARRIS, who joined the inter-American affairs office. □

Management

Office of the Under Secretary

Under Secretary RONALD I. SPIERS addressed a luncheon group of the National Council on World Affairs Organizations, October 15, focusing on the problems to U.S. foreign policy of insufficient resources. The full text has been published by the Bureau of Public Affairs as "Current Policy No. 877." From October 29–November 6, Mr. Spiers, accompanied by his executive assistant, MARY A. RYAN, and inter-American Affairs executive director EUGENE SCASSA, traveled to Montevideo to attend the Southern Cone chiefs of mission conference ... Following their visit to Montevideo, the group traveled to Buenos Aires, Rio de Janeiro and Brasilia, to discuss management, security and foreign buildings issues with State and host government officials ... THOMAS C. WESTON has joined the staff as special assistant for legislative affairs, replacing ROSCOE STAREK, who has become a deputy assistant secretary in the Bureau of Diplomatic Security. □

Office of Foreign Missions

RICHARD MASSEY, property operations officer, and ROBERT KNAPP, contracts officer, traveled, October 13–17, to Beijing, Shanghai, Guangzhou and Hong Kong, to discuss property and general reciprocity issues with embassy and consular personnel. □

Near Eastern and South Asian Affairs

On October 17, Assistant Secretary RICHARD MURPHY gave the banquet address at the Middle East Institute's 40th annual conference. He discussed the U.S. commitment to peace efforts ... On October 7 he discussed regional issues with the Washington Institute on Foreign Affairs, at the Cosmos Club ... On October 17 deputy assistant secretary ROSCOE SUDDARTH discussed peace efforts and U.S.-Arab political relations, at the American-Arab Affairs Council conference in Houston ... Deputy assistant secretary ROBERT PECK discussed U.S.-India economic and political relations, at a conference in Washington, October 6, sponsored by India International, Inc. ... Deputy assistant secretary MICHAEL USSERY discussed U.S.-Libya relations, at a meeting with members of the Mid-America Arab Chamber of Commerce, October 23, in Chicago ... The deputy for Middle East negotiations, WILLIAM KIRBY, discussed peace efforts and Middle East policy issues, with Columbia University's international fellows, October 9 ... MICHAEL AUSTRIAN, bureau public affairs adviser, traveled to Seattle, September 22, where he met with members of the Seattle Committee on Foreign Relations, to discuss regional issues.

Jordan desk officer THOMAS DOWLING and Ambassador RICHARD VIETS met with Jordanian college students visiting Washington under the auspices of Georgetown University's International Leadership Fund. They discussed U.S. Middle East policy and peace efforts ... PHIL WILCOX spoke at a ceremony in Philadelphia, October 16, in honor of JONATHAN NETANYAHU, the Israeli soldier who was killed leading the rescue of hijacked hostages at Entebee in 1976 ... From September 29–October 9 Mr. Wilcox visited Israel for consultations ... RYAN CROCKER traveled to Minneapolis-St. Paul, August 27–28, for a speaking engagement and media interviews on U.S. policy in the Middle East ... DAVID SATTERFIELD, political-military officer, traveled to Detroit, October 14, to address the Zionist Organization of America, on U.S. policy in the Middle East.

HERBERT G. HAGERTY, director for Pakistan, Afghanistan and Bangladesh affairs, delivered a paper on U.S.-Pakistan economic relations to an Asia Foundation-sponsored seminar in Islamabad ... During this October 7–November 6 South Asia trip, he consulted at Embassies Islamabad, Dhaka and New Delhi, and at Consulates Karachi and Lahore ... Afghanistan country officer DESIREE A. MILIKAN briefed the UN under secretary general for political affairs, DIEGO CORDOVES, September 11, on the U.S.-Soviet experts talks on Afghanistan, held earlier that month in Moscow .. On October 29 TED ANDREWS, Afghanistan desk officer, and LISA PIASCIK, Iranian desk officer, met with Model United Nations participants at St. Stephen's School in Alexandria, Va. The students will represent Iran and Afghanistan at the University of Virginia's upcoming model United Nations.

DHAKA, Bangladesh—Ambassador *Howard B. Schaffer*, left, presents certificate to *Aminuddin Duary*, senior driver, retiring after more than 30 years.

People: The following have assumed new duties in the bureau: RON SCHLICHER and MARK SCHELAND, staff aides to the assistant secretary; ART BERGER, public affairs adviser, and KEN DURKIN, public affairs officer; JIM BLYSTONE, deputy executive director; LARRY BAER, post management officer; BILL CHAPMAN, chief budget officer; THEO COLEY and ELLEN ENGELS, budget officers; DEBRA LAWS, secretary; FRANK KERBER, economic officer, Office of Jordan, Lebanon and Syrian Affairs; JOHN CRAIG, office director, BARBARA BODINE, deputy office director, and KATHRYN KOCH, political-economic officer, Office of Arabian Peninsula Affairs; CHARLES PATTERSON, JOHN HOLZMAN and JIM BIGUS, Office of Israel and Arab-Israel Affairs, replacing BARBARA BODINE, TIM HAUSER and KEITH LOKEN; GENE GRIFFITHS, staff director, and CHARLES (PAT) KENNEDY, energy/technology adviser, Office of Economic Affairs; DAN KURTZER, deputy director, and JOHN NORRIS, economic officer, Office of Egyptian Affairs; MICHAEL J. METRINKO, deputy director, replacing PETER LYDON, and LISA PIASCIK, Iranian desk officer, replacing DONALD ROBERTS, Office of Northern Gulf Affairs; MARK LINTON, deputy director, replacing JIM LAROCCO, Office of Pakistan, Afghanistan and Bangladesh Affairs; NORMAN HASTINGS, deputy political-military affairs adviser, replacing JOHN BARGERON; DON KIENZLE, labor and social affairs adviser replacing SEAN HOLLY, Office of Regional Affairs ... MAURICE EALUM, principal officer from Kabul; ROLAND P. CHANDLER, administrative officer assigned to Beirut; DOUGLAS WATSON, administrative officer from Islamabad; DOUGLAS FRANK, personnel officer from Cairo; and WILLARD WYNNE, administrative officer, Doha, were in the bureau for consultations. □

Oceans and International Environmental and Scientific Affairs

Assistant Secretary JOHN D. NEGROPONTE led the U.S. delegation to the eighth round of maritime boundary talks with the Soviet Union, October 8–10, in Washington. R. TUCKER SCULLY, Office of Polar Affairs, participated in the talks ... Mr. Negroponte attended the 10th annual conference of the London dumping convention, October 13–17, serving as head of the U.S. delegation. He was assisted by ALAN KRAUSE, Office of Environment and Health ... On October 22–23 he traveled to Canada with ANTHONY CALIO, administrator of the National Oceanic and Atmospheric Administration, for discussions with Canadian officials ... During October 28–31 Mr. Negroponte chaired the U.S. delegation in discussions with Soviet representatives, regarding a bilateral agreement on civil space cooperation ... MICHAEL A. G. MICHAUD, director, Office of Advanced Technology, participated in these talks ... On October 30 Mr. Negroponte presided over a meeting of the bureau's advisory committee ... Principal deputy assistant secretary RICHARD J. SMITH headed the U.S. delegation in talks with the Soviet Union on law of the sea issues, October 14–16 ... He traveled to Dublin, Ireland, to negotiate a bilateral joint venture agreement with the Irish government, under the Commerce Department's International Partners for the Commercialization of Technology Program ... On October 30 he represented the Department at a meeting of the Outer Continental Shelf Policy Committee, in Norfolk, Va.

NANCY OSTRANDER, coordinator of population affairs, traveled in China, Hong Kong, Bangladesh and India, September 21–October 10. She met with embassy and host government officials, to review and discuss population projects and policies in these areas ... On October 14 RICHARD ELLIOT BENEDICK, deputy assistant secretary for environment, health and natural resources, chaired a public meeting at the Department, on the forthcoming international negotiations on protection of the ozone layer. The meeting, attended by representatives of industry, environmental organizations, the press and Government agencies, featured presentations by the Environmental Protection Agency on the state of the science and possible options for international action to control emissions of ozone-destroying chemicals ... On October 15–16 Mr. Benedick participated in a meeting and panel discussion on global climate change and public policy, organized by retired Ambassador HARLAN CLEVELAND, at the National Center for Atmospheric Research, in Boulder, Colo ... On October 20 he addressed the United Nations International Business Council, in New York, on international environmental issues.

JACK FITZGERALD attended the semiannual meeting of the International Joint Commission, in Ottawa, October 7–9, and a meeting of environment officials on October 28, also in Ottawa ... EDMUND M. PARSONS, director, Office of Ecology and Natural Resources, visited projects of the International Boundary and Water Commission along the U.S.-Mexico border October 20–30, from Laredo, Tex., to San Diego ... ROGER E. SOLES, executive director, U.S. Man and the Biosphere Program, traveled to Denver, October 9–10, to meet with directorate scientists on grazing lands, to develop a symposium on the conversion of tropical forests to pasture land in Latin America ... He also served as an observer delegate, along with SAMUEL B. McKEE, chairman of the program, to the ninth International Coordinating Council meeting of the program, in Paris, October 20–25. □

COLOMBO, Sri Lanka—*Rasheeda M. Didi*, U.S. consular agent in Malé, Maldives, receives Meritorious Honor Award and cash award from Ambassador *James W. Spain*.

Politico-Military Affairs

On October 1 director H. ALLEN HOLMES addressed members of the fall Capstone course. He focused on the bureau's interaction with the Pentagon, especially in crisis situations ... On October 15 and the next morning, he was in London, as head of the U.S. delegation for U.S.-United Kingdom political-military talks ... He then traveled to Brussels, to chair the NATO special consultative group meeting, October 16 ... On October 21–22 he hosted the U.S.-Australian politico-military talks in Washington, as head of the U.S. delegation ... On October 28 he addressed students of the National War College, on the political uses of military force.

From October 20–24, deputy assistant secretary JOHN HAWES cochaired an interagency team visiting several European capitals to brief allies on U.S. nuclear testing policy ... Deputy assistant secretary G. PHILIP HUGHES led the U.S. delegation to Paris for the October 13–16

LONDON, United Kingdom—*Robert F. Dorr*, consular officer, goes on orientation flight in plane used by Strategic Air Command to refuel other aircraft in flight.

coordinating committee meeting, on the China international military list. He was accompanied by ANDRES D. ONATE, Office of Strategic Technology Affairs ... Mr. Hughes addressed the strategic trade officers conference in Berchtesgaden, West Germany, October 27–31. He was accompanied by JERRY W. LEACH ... JOHN VANDEKAMP, Office of International Security Policy, visited Haiti, October 19–26, to brief the government and armed forces on the results of a defense requirements survey ... MARK MOHR, Office of Theater Military Policy, served as State adviser on the intermediate-range nuclear force delegation, in Geneva, for the sixth round of the nuclear and space talks, starting September 18 ... BENJAMIN TUA, Office of Theater Military Policy, was serving as State representative during bilateral discussions with the Soviet Union on a chemical weapons treaty, in New York, October 28–November 14 ... RONALD BARTEK, Office of Theater Military Policy, represented the Department at the meeting of the NATO High Level Group, in Brussels, October 2 ... JAMES HAMILTON, Office of Strategic Nuclear Policy, was the State representative to the Standing Consultative Commission's 32nd session, which met in Geneva, October 1–November 13 ... GERALD STACY, Office of Strategic Nuclear Policy, represented the bureau during round 6 of the nuclear and space talks, in Geneva.

People: *Arrivals:* ANDREW WINNER joined the Office of Security Analysis, as a presidential management intern ... GEORGANNA DAVIS transferred from the Office of Munitions Control to the Office of Security Assistance and Sales, as secretary ... COLLETTE TOLBERT joined the Office of Theater Military Policy as secretary ... DARRYL M. DUNCAN joined the Office of Munitions Control as clerk-typist ... JANNIE OSBORN joined the Office of Strategic Technology Affairs, as secretary. *Departures:* Commander STANLEY WEEKS, U.S. Navy, Office of Theater Military Policy, has returned to the Department of Defense ... DONNA PETRICH, Office of Conference on Confidence and Security Building Measures and Disarmament in Europe, transferred to Jamaica. □

Public Affairs

Office of the Assistant Secretary: BERNARD KALB, then assistant secretary for public affairs and Department spokesman, accompanied the Secretary to New York, September 22–October 3, for the UN General Assembly session ... CHARLES E. REDMAN, assistant secretary-designate and spokesman, traveled with the Secretary to Reykjavik, Iceland, October 9, for the President's meetings with Soviet General Secretary MIKHAIL GORBACHEV, and then on to Brussels, October 12, where the Secretary briefed the allies on the President's meeting ... Mr. Redman visited San Salvador, October 16, with the Secretary, where he met with President NAPOLEON DUARTE and viewed the effects of the earthquake ... On October 31 Mr. Redman accompanied the Secretary to Los Angeles, where Mr. Shultz addressed the World Affairs Council and met with the Los Angeles Times editorial board, and then to San Francisco, for a meeting with regional media executives and a dinner address to the Commonwealth Club ... On November 3 the Secretary traveled to Philadelphia, accompanied by Mr. Redman, for a speech before the Locust Club ... Deputy assistant secretary ROBERT M. SMALLEY addressed the San Diego Rotary and lectured twice at the University of San Diego, October 9–10, on U.S.-Soviet arms control issues ... He spoke on similar issues in Arlington and Dallas, September 25–26 ... He briefed visiting North Atlantic parliamentarians in the Department, September 16, and moderated the business executives conference, September 16; the World Affairs Council of Northern California, September 29; and the nongovernmental organization conference, October 15.

Office of Public Programs: The Secretary's coordinator, JANICE SETTLE, and regional programs officer FRANK FINVER advanced the Secretary's speech at the National Press Club, October 17 ... Regional programs officer EILEEN McCORMICK, assisted by regional programs officer NANCY STONE, served as conference manager at a regional foreign policy conference in Salt Lake City, October 18 ... The under secretary for political affairs, MICHAEL ARMACOST, delivered the luncheon keynote address. DAVID DUNFORD, KEITH McCORMICK and KENNETH SKOUG headed panel sessions ... Ms. Settle and regional programs officer MONICA JANZER advanced the Secretary's luncheon speech before the Los Angeles World Affairs Council, October 31, and regional programs chief JO ANN COLLINGE and Ms. McCormick advanced his appearance that evening before the Commonwealth Club in San Francisco ... On November 3 Ms. Settle and Mr. Finver advanced the Secretary's speech to the Locust Club of Philadelphia, where he received the club's annual achievement award ... On October 8 the Media Principals Division organized a briefing for World Press Institute fellows, a group of 13 foreign journalists participating in a

PUBLIC AFFAIRS—*Luigi R. Einaudi*, Bureau of Inter-American Affairs, presents Superior Honor Award to *Colleen A. Sussman*, Public Affairs' Office of Public Communications, for her production of publications dealing with Latin America.

work-study program in the United States, sponsored by Macalester College ... Media liaison officer MARY KENNEDY served as coordinator ... Acting Secretary Armacost delivered closing remarks at the annual conference for nongovernmental organization leaders, in the Department, October 15. Approximately 300 representatives of veterans, womens, religious, business, farm, labor, black, Hispanic and eastern European ethnic groups attended the daylong meeting, which featured plenary and workshop sessions.

Office of Press Relations: NANCY BECK was promoted from information assistant to press officer ... DEBORAH HERMAN received a cash award for her work organizing photo opportunities for the Secretary during the UN General Assembly meeting in New York ... LAURA JEHL, a recipient of the John Gardner fellowship, which provides support for outstanding Berkeley graduates to do one year of public service, joined the staff on October 20, as a press officer ... On November 3 MICHAEL O'CONNOR joined the staff, for a month's bridge assignment before beginning training.

Office of Public Communications: HAROLD HEILSNIS, chief, attended the management-of-time course at the Office of Personnel Management, October 27–30 ... DONNA KREISBERG, deputy chief, and CHRIS MacDONALD, writer-editor, attended the Foreign Service Institute's course on national security and arms control, November 3–7. □

Refugee Programs

JONATHAN MOORE, U.S. coordinator for refugee affairs, and ROBERT L. FUNSETH, acting bureau director, headed a delegation to the annual executive committee meeting of the Office of the UN High Commissioner for Refugees, in Geneva, October 6–13. FRANCES D. COOK, deputy assistant secretary for international refugee assistance, led the delegation to the protection and administration subcommittee meetings which took place prior to the plenary. Also participating were JAMES P. KELLEY, director, Office for International Refugee Organizations, and CATHERINE W. BROWN, from the Department's Legal Office ... Mr. Moore also led a delegation participating in informal consultations on Indochinese refugees, in Geneva, October 11. The meeting was hosted by the Japanese permanent representative to the United Nations, and included delegations from Canada, Australia, and the UN refugee office, as well as Japan. Also participating were BRUCE K. SASSER and DAVID G. WHITTLESEY, Office of Planning and Policy Coordination, and JOHN CAMPBELL, from the U.S. mission in Geneva. RICHARD NORTON, deputy assistant commissioner, Immigration and Naturalization Service, attended as an observer ... Mr. Moore and Mr. Funseth met with UN Relief and Works Agency commissioner general and his deputy as well as other members of the headquarters staff, to discuss the agency's improved financial health ... Mr. Funseth, accompanied by THOMAS P. DOUBLEDAY JR. and DOUGLAS R. HUNTER, headed the U.S. delegation to the annual consultative meetings of the UN refugee office, on the Orderly Departure Program from Vietnam. PHO BA LONG served as a language interpreter for the U.S. delegation ... Mr. Funseth met with KEN WOODHOUSE, the Hong Kong principal assistant secretary for security, to review refugee-related issues in Hong Kong ... JOHN R. RATIGAN, director, Office of Asian Refugee Assistance, attended the meeting.

Frances Cook attended the African American Institute annual awards dinner, in New York, in honor of President QUETTKJ MASIRE of Botswana and HARRY BELAFONTE ... She had a luncheon meeting with OMAN BAKHET, chief of the UN refugee technical support services unit, Geneva office, and JOACHIM HENKEL, officer-in-charge, Washington office. Accompanying her were Mr. Kelley and DONALD M. KRUMM, director, Office of Emergency Operations ... RICHARD D. ENGLISH, deputy assistant secretary for refugee admissions, representing the U.S. Government, delivered a presidential message at a testimonial honoring JAN PAPANEK, president of the American Fund for Czechoslovak Refugees, in New York, on the occasion of his 90th birthday ... Mr. Ratigan traveled to Geneva and London, to attend the Pakistan/Somalia donors consultative meeting, and to meet with UN refugee and Intergovernmental Committee of the Red Cross officials ... Mr. Krumm traveled to Khartoum, Nairobi and Lilongwe, to provide backup assistance to the refugee coordinator in Sudan, and to assess potential refugee emergencies in Malawi ... RICHARD J. REDMOND, director, Office of European, Near Eastern and Latin American Refugee Assistance, attended a meeting at the United Nations in New York ... PAULA R. LYNCH, refugee officer, discussed refugee processing issues with the Interaction Working Group ... FRANCES R. CULPEPPER, refugee officer, Office of Asian Refugee Assistance, consulted with refugee officials on protection and assistance issues, to determine refugee camp conditions in southeast Asia. ■

Letters to the Editor

—(Continued from Page 1)

usually out of context—on some unsympathetic and ill-informed supervisor's desk. I long ago learned to be careful of the notes left in old cases which can return to haunt you.

How well put Ms. Banerjee's fourth "shock" appears in this article. Recognition and rewards are just not part of the consular officer's laundry list. How often over the years—yes, how often—were/are these officers passed over for promotion they so truly deserve. Mid-level officers have managed some of the largest worldwide functions without even a thanks, while others have successfully handled the most delicate cases without the slightest acknowledgement or recognition from the front office, let alone the immediate supervisor. Peoples' lives have been changed by decisions made by consular officers; other unfortunates have been saved from long terms of imprisonment; some owe their very lives to negotiating skills of the officer performing special consular services (or welfare/whereabout, or American citizen services as now known.) To borrow a phrase, never have so many done so much for so little.

Ms. Banerjee's eloquence is best illustrated in her final remarks under the fifth "shock"—that consular work *is* exhilarating. One *does* get the sense of accomplishment, and deep within each officer he/she knows that, with his/her effort, life is just that much more tolerable for so many unfortunates. How often after dealing with local foreign officials have I mentioned that the consular officer was really the only "true" diplomat. Think about it.

Even after having experienced other "cones" or "tracks," some of us, for our own reasons, actually chose to become full-time professional consular officers. Surely, in this decision alone one could recognize a very special individual. But rewards are saved for other occasions. Meanwhile, consular officers know in their own hearts that theirs is a terrific job which must continue to remain unheralded except on opportunities such as Ms. Banerjee's article.

Sincerely yours,
DONALD R. TREMBLAY
FSO (retired) □

Transfer Tremors ..... *by ebp*

I was transferred to FRANCE; someone up there was being NICE to me.

I was transferred to THE GAMBIA; I left right after the summer travel BAN (JULy only) was lifted.

I was transferred to INDIA; it was the fulfillment of a dreaM, A DRAStic change from the posts where I'd served. □

No more 'Tremors'

ESTES PARK, COLO.

DEAR WHITEY:

Your letter requesting more "Transfer Tremors" arrived just as I was leaving on vacation, hence the delay in replying.

I've spent considerable time in trying to come up with new TT's but to no avail. After six and one-half years I have reluctantly concluded that it is time to retire the series.

Even after a whiLE SO THOughtful an editor as you must realize it is time TO GO. It's been fun.

Sincerely,
EDWARD B. POHL (ebp)
FSO (retired) □

'Stately prose'

ARLINGTON, VA.

DEAR SIR:

As a kind of counterpoint to Mortimer Goldstein's "Disciplined Writing," I suggest a feature on our drafting, not as it should be, but as it *is*. Hopefully, we can all still laugh at ourselves. The new feature might be titled "Stately Prose." A wealth of material from the field would be virtually assured. herewith, a few random items to kick it off:

Shhh!, or Ms. Malaprop: "M is currently preparing a memorandum and a letter to OMB requesting that an executive order be issued . . . This would make the recommendation a *mute* issue." (Emphasis added.)—From Form DS 1075 B, "Appraisal of Employee Suggestion."

Con bric: "Mr. X is a superb general services officer. He is untiring and resourceful in his approach to management. He is the kind of officer who, when he encounters a problem, is never content to remain on his derriere; he looks into it."—From efficiency report narrative comments.

Muddling through: "The *women and minorities* we have brought on board in many cases are doing well, and have advanced from the junior to the middle ranks along with their *white* colleagues hired at the same time." (Emphases added.)—From statement submitted by the director general of the Foreign Service to the International Operations Subcommittee of the House Foreign Affairs Committee, last September 17.

Sincerely,
JOHN O. GRIMES □

'Administrative fat'

ARLINGTON, VA.

DEAR SIR:

STATE (August-September) announced the closing of five Foreign Service posts: Rotterdam, Seville, Trieste, Winnipeg and Bremen. There have also been indications (Under Secretary Ronald Spiers' Foreign Service Day address) that this is "nothing compared to what may lie ahead."

These closings—done or planned in the name of financial necessity—would pass more easily were the organizational carcass clean of administrative fat. Presumably each of the posts cited served some legitimate public purpose. But what public purpose is served by the Department's failure to recover from employees the shipping cost of items (e.g., automobiles) sold for a profit abroad after having been transported to post at U.S. Government expense? Why does the Department not convert to official use the frequent-flier

Digreſsion ſur ce que quand deux grands Princes s'entre-voyent pour cuider appaiſer differends, telle veue eſt plus dommageable que profitable.

CHAP. VIII.

GRand' folie eſt à deux grands Princes, qui ſont comme eſgaux en puiſſance, de ſ'entre-voir, ſinó qu'ils fuſſent en grãd' ieuneſſe: qui eſt le tẽps qu'ils n'ẽt autres pẽſees qu'à leurs plaiſirs, mais depuis le tẽps que l'enuie leur eſt venuë d'accroiſtre les vns ſur les autres, encores qu'il n'y

bonuses available to personnel (inspectors, regional officers, escort/interpreters, etc.) who travel regularly at U.S. Government expense? And why does the Department continue to pay the full spectrum of dependent allowances to Foreign Service spouses employed abroad who are not "dependent" in any meaningful sense of the word? The questions are legion.

There may come a time when, for reasons of economy, there really will be no alternative to the closing of posts. Meanwhile, one may wonder at management's priorities.

Sincerely,
JOHN O. GRIMES,
FSO (retired) □

Grammar groupie

MOBILE, ALA.

DEAR SIR:

Larry R. Brooks of Amman (Letters to the editor, August-September) has supplied the typical defense against accusations of imperfect grammar. As so many cub reporters have said to their editors, Mr. Brooks is now contending: It ain't how I say it, it's what I say that's important.

How gauche! A good piece of writing is not a cryptogram the reader must laboriously decipher.

Grammatical inaccuracies slow the reader's pace and raise subconscious resistance to the writer's message. Mr. Brooks' letter, for instance, uses the phrase "sadly to say." That's inaccurate and distracts the reader from the letter's theme. (You and I know it should be "sad to say," adjective rather than adverb, but to explain just why would take up more space than warranted.) Far worse are these Brooksian rationalizations:

(1) Composition is the use of language and has very little to do with the niceties of grammar, and (2) whether one uses "who" or "whom" changes not in the least iota the basic meaning of the sentence.

Balderdash!

A fellow Foreign Service information officer editor in Manila once protested to me, after I had blue-penciled his copy, that the niceties of grammar were irrelevant to the effective use of English. I told him, as I would now tell Mr. Brooks, that the niceties of grammar *are* the English language. This language, any language, is a seasoned set of rules that has evolved through usage during the centuries. The grammatical rules scorned by Mr. Brooks provide the discipline, the framework, which transforms a mere vocabulary into a language.

One who spends more time denouncing than studying these rules may think he is a good writer, but his grammatical booboos inevitably distract too many of his readers from the messages he may be seeking to convey. There were words aplenty at the Tower of Babel, but they lacked the ability to transmit knowledge and concepts because they lacked consensual acceptance of the rules for stringing them together sensibly.

Sincerely,
RICHARD PATRICK WILSON □

Spirit of Picquigny

WASHINGTON

DEAR SIR:

It occurred to me that you might want to run something different in STATE, and I have prepared the attached translation. Although a medievalist might quibble over a word here or there, I think I have captured the flavor.

Let me just add that Philippe de Commynes (1447–1511) is acknowledged as the first truly modern historian, and had a very long and distinguished career in the service of, first, the Duke of Burgundy Charles the Bold, then Kings Louis XI and Charles VIII. An excerpt from Chapter VIII, Book II, of his memoirs follows:

"Being a digression as to why when two great Princes meet to find a way to resolve their differences such a meeting does more harm than good . . . I was present at the meeting held at Picquigny, near the town of Amiens, between our King (Louis XI) and King Edward of England . . . Little of what was promised there was actually kept . . . It is true that never again did they war against one another (of course the sea kept them apart) but there never was great friendship between them. In conclusion it seems to me that great Princes should never meet if they wish to remain friends, as I have said, and here are some of the things that cause trouble: their aides cannot refrain from talking about what has transpired . . ."

Sincerely,
ALEC TOUMAYAN
Senior interpreter
Office of Language Services ■

Obituaries

H. Freeman Matthews, 87, a career ambassador and career minister who served as ambassador to Sweden, 1947–50; to the Netherlands, 1953–57; and to Austria, 1957–62, died at his home in Washington on October 19.

Mr. Matthews

Mr. Matthews was deputy under secretary of state, 1950–53. During World War II, he was assigned to London as counselor and senior political adviser to General Dwight D. Eisenhower during the U.S. invasion of French North Africa.

Beginning his career in 1923, Mr. Matthews served as third secretary in Budapest and Bogota, and as first secretary in Havana, Paris, Madrid and Vichy. In Washington, he was assistant chief of the Division of Latin American Affairs, 1930–33, and director of European affairs, 1943–45. He was the Department's representative on the Combined Chiefs of Staff in 1945. After retiring in 1962, he worked for six years as a member of the Central Intelligence Agency's Board of National Estimates and received the Intelligence Medal of Merit. In 1972 he was the recipient of the American Foreign Service Association's Foreign Service Cup.

Mr. Matthews was born in Baltimore. He earned a bachelor's and master's at Princeton and attended L'Ecole Libre des Sciences Politiques, 1922–23. During 1918 he was in the Navy Reserves. Survivors include his wife, two sons and seven grandchildren. □

Guzin Jean Metya, 59, senior Turkish language and culture instructor at the Foreign Service Institute, died of cancer at Northern Virginia Doctors Hospital on November 5.

Raised and educated in Istanbul, Ms. Metya worked there as an English teacher, newspaper correspondent and typist and translator at the U.S. consulate, 1951–55. Joining the institute in 1970, she was a language instructor and administrator of two computer systems.

Survivors include a daughter and a son. □

Secretary Shultz eulogizes Ambassador Matthews

On learning of the death of Ambassador Matthews, Secretary Shultz issued the following statement:

"We have just lost one of our most distinguished and senior diplomats with the death of H. Freeman Matthews Sr. Ambassador Matthews had a career in the Foreign Service near to unique. At his passing he was the last surviving member of that very small and distinguished group of the first of our career ambassadors.

"Ambassador Matthews retired from the Foreign Service in 1962. Starting his service in 1923 in Budapest, he served in several posts including Paris at the outbreak of World War II, moving with our embassy to Vichy during the occupation of France. In 1941, he moved to London as counselor and after the war returned to Europe as the Department's representative to the Combined Civil Affairs Commission. Subsequently, he assumed responsibilities as ambassador to Sweden, the Netherlands and then Austria. He also served in senior Department positions as assistant secretary and deputy under secretary in 1950.

"While his many postings are impressive, his high intellectual and professional skills were models to all. Many of our present Foreign Service leaders were greatly inspired by his leadership and devotion to the highest standards of our Service and our nation." □

Joan E. Gregory, 48, a Foreign Service secretary assigned to Sofia in 1985, died of an aneurysm while on leave in Chicago on October 11.

Ms. Gregory

Ms. Gregory was born in Providence, R.I. From 1956–60, she served in the Navy. She worked in Illinois as a secretary for three years before joining the Foreign Service in 1978. Her assignments were to Wellington, 1978–81; Suva, 1981–83; and Stuttgart, 1983–85. Survivors include a son, a brother, two sisters and her mother. □

Spencer Phenix, 95, an international law judge who served under Secretaries Kellogg and Dulles, died on October 15 at the Peabody Home in Franklin, N.H.

Employed by State, 1922–28, Mr. Phenix helped draft the 1928 Kellogg-Briand Pact during his assignments as assistant to the under secretary and consultant to the Secretary. He worked for a banking company for 10 years, then returned to the Government as chief of the trade and commerce branch for the Army in Germany. In 1948 he was appointed director of the financial division of the Economic Cooperation Administration in Athens. After serving as vice president-treasurer of the National Committee for a Free Europe, he was asked by Secretary Rusk to represent the United States on the Mixed Arbitral Commission, the Arbitral Tribunal and the Mixed Commission in Bonn.

Mr. Phenix was born in New Britain, Conn. He was graduated from Harvard and earned a law degree at George Washington University. In 1918 he served in the Army. Survivors include two daughters, a son, eight grandchildren and four great-grandchildren. □

Rollin S. Atwood, 83, a retired Foreign Service officer who was regional director of Latin American operations, 1956–61, died on October 7.

Joining the Service in 1942, Mr.

Atwood was assigned to Quito as an economic analyst. Serving the remainder of his 20-year career in Washington, he was assistant chief of the Division of Functional Intelligence, officer-in-charge of the Division of River Plate Affairs, director of the Office of North and West Coast Affairs, and director of the Office of South American Affairs. He was detailed to the International Cooperation Administration as regional director for Latin American operations, 1955–56, and to the Inter-American Bank as chief of special operations, 1961–62.

Born in Illinois, Mr. Atwood was graduated from the University of Chicago and earned a master's and Ph.D. at Clark. He attended the University of Manchester in England, 1926–27. From 1928–42, he was employed by the University of Florida as a professor of economics and geography, director of the Institute of Inter-American Affairs and chairman of the social sciences and geography divisions. Survivors include his wife. □

Susan M. Hoefler, 32, the daughter of Foreign Service employee Marjorie Hoefler and retired Foreign Service employee Charles Hoefler, died in a traffic accident in Guadalajara on August 16. An employee of the Drug Enforcement Administration since 1973, she ws assigned to Guadalajara as a secretary.

Ms. Hoefler had accompanied her parents on assignments to Germany and Mexico. Born in Anchorage, Alaska, she was graduated from the American School in Mexico City in 1971. Besides her parents, she leaves a daughter, two sisters and a brother. □

Gabriele M. Richardt, 56, a Foreign Service national employee in Munich for over 30 years, died on September 13. She was assigned to the federal benefits unit. Survivors include a son and daughter. ■

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